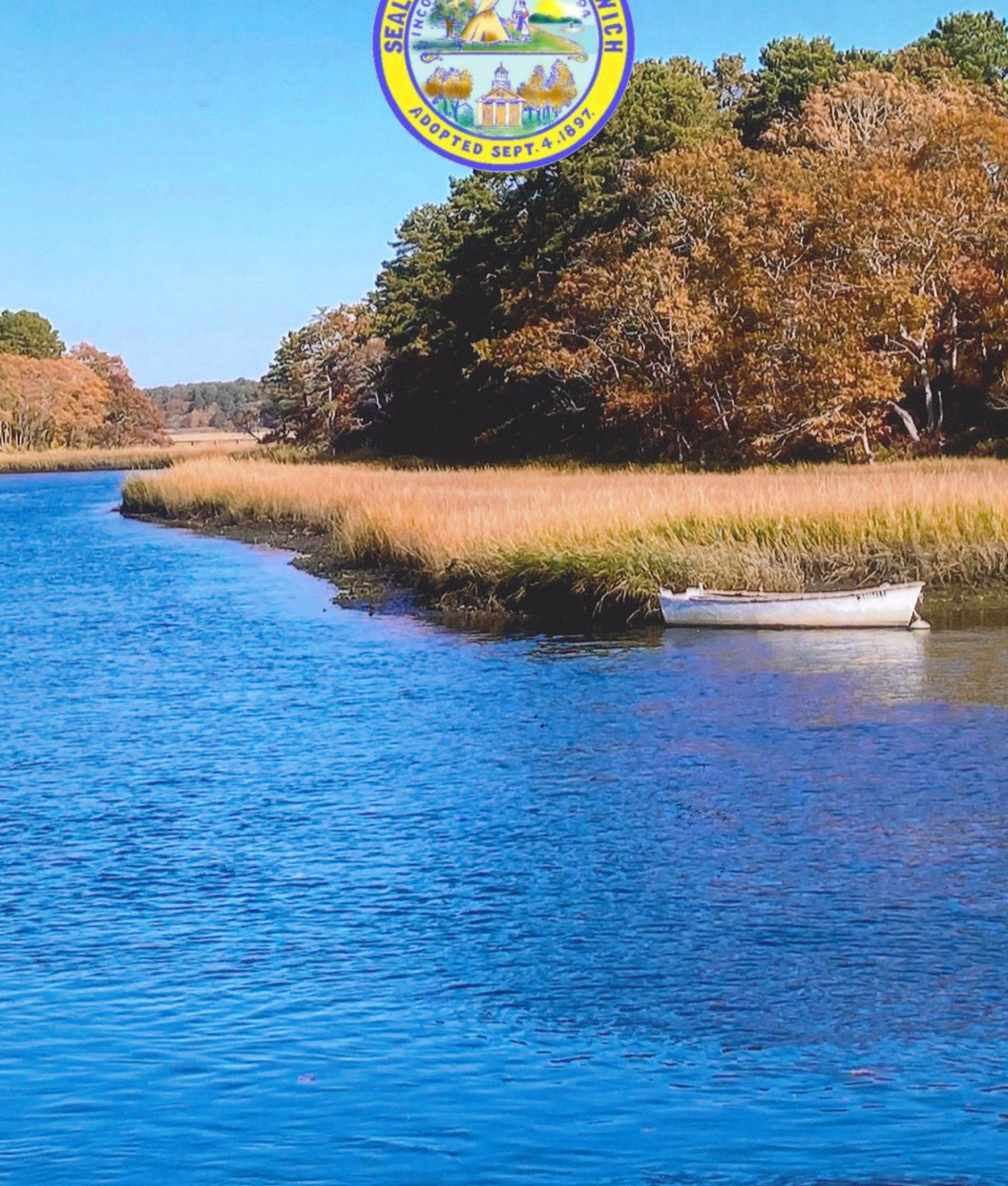


TOWN OF HARWICH 2024 ANNUAL REPORTS



Front cover photo: “Herring River”

Photo provided by: Craig Garling

Back cover photo: “South Harwich Meeting House”

Photo courtesy of: Bobby Parr

2024 ANNUAL REPORT

OF THE
OFFICERS OF THE TOWN OF

HARWICH

FOR THE YEAR ENDING DECEMBER 31, 2024



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IN MEMORIAM ***2024***

Craig Chadwick
Planning Board

Dorothy G. Hemmings
Board of Registrars

Martha Duffy
Golf Committee

James Magan
Council on Aging

Barry M. Mitchell
Police Lieutenant

Paula West
Assistant Town Clerk

George Sutherland
Department of Public Works Scale Monitor

John "Fred" Clancy
Waterways Committee

Albert Raneo
Department of Public Works

*We remember those who have passed away and are grateful
for their years of faithful service given to the Town of Harwich*

GIFTS TO THE TOWN 2024

Harwich Woman's Club

Ora Gaylord Arooth Trust

Joyce Smith

Food 4 Kids

Barnstable County Extension

Family Table Collaborative

Shaw's

EAS Painting – Edson DeSouza

Friends of the Harwich Council on Aging

Jo-Ann Kenney

Harwich Cranberry Festival

John F. Clancy, Jr. and Kathleen Clancy Barrack

***With gratitude for your thoughtfulness and generosity
on behalf of the residents of the Town of Harwich.***

ADMINISTRATION

ELECTED TOWN OFFICERS 2024

SELECT BOARD

Julie E. Kavanagh	Term expires May 2025
Jeffrey F. Handler	Term expires May 2026
Peter J. Piekarski	Term expires May 2027
Michael D. MacAskill	Term expires May 2025
Donald F. Howell	Term expires May 2026

MODERATOR

Michael D. Ford, Esq.	Term expires May 2027
-----------------------	-----------------------

TOWN CLERK

Emily Mitchell	Term expires May 2025
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MONOMOY REGIONAL SCHOOL COMMITTEE

Jackie Zibrat-Long	Term expires May 2026
Meredith Henderson	Term expires May 2026
Betty Gray, Chair	Term expires May 2026
Bre Rose	Term expires May 2027
Bradford Schiff	Term expires May 2027
Jessica Rogers	Term expires May 2025
Ryan Clarke	Term expires May 2026
Tina Games, Vice Chair	Term expires May 2025

Recognition to: Robert Russell and Danielle Tolley

BOARD OF WATER/WASTEWATER COMMISSIONERS

Noreen Donahue, Chair	Term expires May 2027
Judith Underwood	Term expires May 2025
Allin P. Thompson	Term expires May 2026
Robert Young	Term expires May 2027
John B. Gough, Jr.	Term expires May 2026

Recognition to: Gary Carreiro

BOARD OF TRUSTEES - BROOKS FREE LIBRARY

Linda Cebula, Chair	Term expires May 2026
Bernadette Waystack, Clerk	Term expires May 2025
William D. Crowell, Treasurer	Term expires May 2025
Patricia Murray	Term expires May 2027
Jeannie S. Wheeler	Term expires May 2027
Jo-Anne Brown, Vice Chair	Term expires May 2026
Joan McCarty	Term expires May 2027

Recognition to: Kathleen Remillard

BARNSTABLE COUNTY ASSEMBLY OF DELEGATES - ELECTED

Elizabeth Harder

Term expires May 2027

HOUSING AUTHORITY

State Appointee: Marcy Vigneau

Term expires May 2027

Arthur Bodin

Term expires May 2027

Kimberly Bourgea

Term expires May 2026

Elizabeth Harder, Chair

Term expires May 2025

Executive Director: Tracy Cannon

APPOINTED BY THE MODERATOR

**CAPE COD REGIONAL TECHNICAL HIGH SCHOOL
DISTRICT COMMITTEE**

Robert J. Furtado

Term expires May 2025

John Our

Term expires May 2026

FINANCE COMMITTEE

Peter Hughes, Chair

Term expires June 30, 2027

Dana DeCosta

Term expires June 30, 2026

Angelo S. LaMantia

Term expires June 30, 2025

Scott Norum

Term expires June 30, 2027

Mark Ameres

Term expires June 30, 2026

Daniel Tworek

Term expires June 30, 2027

Robert MacCready, Vice Chair

Term expires June 30, 2025

Mark Kelleher, Clerk

Term expires June 30, 2026

Michele Gallucci

Term expires June 30, 2025

CALEB CHASE FUND, TRUSTEES

Paul V. Doane, Esq., Chair

Term expires May 2026

Robert Doane, Treasurer

Term expires May 2025

James Stinson, Esq.

Term expires May 2027

APPOINTED BY THE SELECT BOARD

BARNSTABLE COUNTY COASTAL RESOURCES COMMITTEE

John Rendon, Regular Member / Representative

Term Indefinite

Mark Russell, Alternate Member / Representative

Term Indefinite

**BARNSTABLE COUNTY HEALTH & HUMAN SERVICES AND
ENVIRONMENT - RABIES TASK FORCE**

Carrie Schoener - Alternate Representative

**BARNSTABLE COUNTY “HOME” CONSORTIUM
ADVISORY COUNCIL**

Arthur Bodin

Term expires January 1, 2025

**BARNSTABLE COUNTY WASTE MANAGEMENT
ADVISORY COMMITTEE**

Lincoln S. Hooper

Term expires June 30, 2026

CAPE COD COMMISSION REPRESENTATIVE

Jacqueline Etsten

Term expires April 24, 2026

**CAPE COD JOINT TRANSPORTATION
COMMISSION REPRESENTATIVE**

Joseph F. Powers

Term expires June 30, 2025

Lincoln Hooper, Alternate Representative

Term expires June 30, 2025

CEMETERY ADMINISTRATOR

Robbin Kelley

CHIEF OF POLICE

Chief David Guillemette / Chief Kevin Considine

FINANCE DIRECTOR/TOWN ACCOUNTANT

Eric Kinsherf (Interim) / Ed Spellman (Interim)

FIRE CHIEF

Chief David LeBlanc

FOREST WARDEN

David LeBlanc, Fire Chief

Term to expire June 30, 2025

**HARBORMASTER/NATURAL RESOURCES OFFICER/
WHARFINGER/SHELLFISH CONSTABLE**

John Rendon, Harbormaster

Term expires June 30, 2025

Don Yannuzzi, Natural Resources Director

Term expires June 30, 2025

HAZARDOUS MATERIALS COORDINATOR

David LeBlanc, Fire Chief

Term to expire June 30, 2025

HEALTH OFFICER

Carrie Schoener, R.S., C.H.O.

Term to expire June 30, 2025

MUNICIPAL COORDINATOR FOR TOXIC WASTE

David LeBlanc, Fire Chief

Term to expire June 30, 2025

OIL SPILL COORDINATOR

David LeBlanc, Fire Chief

Term expires June 30, 2025

RIGHT-TO-KNOW COORDINATOR FOR HAZARDOUS MATERIALS

David LeBlanc, Fire Chief

Term expires June 30, 2025

TOWN COUNSEL

Kopelman & Paige, P.C.

Term Indefinite

TOWN COUNSEL – SPECIAL REAL ESTATE MATTERS

James E. Coppola, Esq.

Term Indefinite

LABOR COUNSEL

Kopelman & Paige, P.C.

Term Indefinite

AFFORDABLE HOUSING TRUST

Larry Ballantine, Chair

Term expires June 20, 2026

Claudia Williams

Term expires June 30, 2025

Robert Spencer

Term expires June 30, 2025

Brendan Lowney

Term expires June 30, 2026

Julie Kavanagh / Select Board Member

Term expires June 30, 2025

Joseph F. Powers

Ex-Officio

BIKEWAYS COMMITTEE

Francis Salewski, Chair

Term expires June 30, 2025

James Ferry

Term expires June 30, 2026

Pauline Teas

Term expires June 30, 2027

Paul Gazaille

Term expires June 30, 2026

Frederick Rice

Term expires June 30, 2025

Charles Walkey

Term expires June 30, 2027

J. Alain Ferry, Vice Chair

Term expires June 30, 2026

Recognition to: Charlene Pilon

BOARD OF APPEALS

G. Brian Sullivan, Chair

Term expires June 30, 2025

Alexander Donoghue, Clerk

Term expires June 30, 2026

David Nunnally

Term expires June 30, 2025

John August

Term expires June 30, 2027

Christopher Murphy

Term expires June 30, 2026

Timothy Bailey, Alternate	Term expires June 30, 2026
Kenneth Dickson, Alternate	Term expires June 30, 2027
Vacant, Alternate	Term expires June 30, 2027
Vacant, Alternate	Term expires June 30, 2026
Vacant, Alternate	Term expires June 30, 2025

Recognition to: David Ryer

BOARD OF ASSESSORS

Richard Waystack, Chair	Term expires June 30, 2027
Jay Kavanaugh	Term expires June 30, 2025
Bruce Nightingale	Term expires June 30, 2026

BOARD OF HEALTH

Sharon Pfleger, M.S., Chair	Term expires June 30, 2025
Pamela Howell, R.N., Vice Chair	Term expires June 30, 2027
Ronald Dowgaillo, D.M.D.	Term expires June 30, 2025
Vacant	Term expires June 30, 2026
Kevin DuPont	Term expires June 30, 2026

Recognition to: Matthew Antoine

BOARD OF REGISTRARS

Shirley Knowles	Term expires June 30, 2027
Mary Ann Pina	Term expires June 30, 2025
Deborah A. Sementa	Term expires June 30, 2026
Emily Mitchell, Town Clerk	Term expires June 30, 2025

BROOKS ACADEMY MUSEUM COMMITTEE

Patsy Ford	Term expires June 30, 2026
Vacant	Term expires June 30, 2027
Robert Nickerson	Term expires June 30, 2025
Janet Cassidy	Term expires June 30, 2027
Lynne Ellen Zalesak, Chair	Term expires June 30, 2026

Recognition to: Debora Miller and Sandra Hall

BY-LAW / CHARTER REVIEW COMMITTEE

Linda Cebula, Chair	Term expires June 30, 2026
Anita Doucette, Vice Chair	Term expires June 30, 2025
Deborah Sementa, Clerk	Term expires June 30, 2026
Vacant	Term expires June 30, 2027
Vacant	Term expires June 30, 2027

Recognition to: Sandra Hall and Noreen Donahue

CAPITAL OUTLAY COMMITTEE

Richard Larios (Town Administrator)	Term expires June 30, 2027
Paul Doane (Town Administrator)	Term expires June 30, 2026
Ann Clark Tucker, Vice Chair (Planning Board)	Term expires June 30, 2025
Martha Donovan, Chair (Select Board)	Term expires June 30, 2026
Frank Wiacek, Jr. (Select Board)	Term expires June 30, 2025
Scott Norum (Finance Committee)	Term expires June 30, 2025
Mark Kelleher, Clerk (Finance Committee)	Term expires June 30, 2025

CEMETERY COMMISSION

Steven Connor, Chair	Term expires June 30, 2026
Cynthia Eldredge	Term expires June 30, 2027
Robert B. Thompson	Term expires June 30, 2025

COMMUNITY CENTER FACILITIES COMMITTEE

Ralph Smith (Council on Aging)	Term expires June 30, 2025
Angela Chilaka	Term expires June 30, 2027
Christina Joyce	Term expires June 30, 2026
Heath Eldredge	Term expires June 30, 2027
Vahan Khachadorian (Rec & Youth Commission)	Term expires June 30, 2025

COMMUNITY PRESERVATION COMMITTEE

Dave Nixon, Chair (Rec & Youth Commission)	Term expires June 30, 2026
Emily Brutti (Planning)	Term expires June 30, 2027
Kathy Green, Vice Chair (Real Estate & Open Space)	Term expires June 30, 2027
John Ketchum (Conservation)	Term expires June 30, 2025
Robert Doane (Historic District Historical Commission)	Term expires June 30, 2026
Arthur Bodin (Housing Committee)	Term expires June 30, 2027
Mary Maslowski (Select Board)	Term expires June 30, 2027
Marcy Vigneau (Housing Authority)	Term expires June 30, 2026
Kelly Barber (Select Board)	Term expires June 30, 2025

CONSERVATION COMMISSION

Vivienne Mulhall-Maguire	Term expires June 30, 2027
John Ketchum, Chair	Term expires June 30, 2025
Mark Coleman, Vice Chair	Term expires June 30, 2025
Sophia Pilling	Term expires June 30, 2026
Wayne Coulson	Term expires June 30, 2026
Vacant	Term expires June 30, 2026
Vacant	Term expires June 30, 2026
Vacant - Alternate	Term expires June 30, 2027
Vacant- Alternate	Term expires June 30, 2027

Recognition to: Alan Hall, James Atkinson and Bradford Chase

CONSTABLES

Leo Cakounes	Term expires June 30, 2026
David Robinson	Term expires June 30, 2025
Gerald Beltis	Term expires June 30, 2027

COUNCIL ON AGING

Richard Waystack, Chair	Term expires June 30, 2027
Ralph Smith	Term expires June 30, 2025
Carol Thayer, Vice Chair	Term expires June 30, 2026
Linda Roderick	Term expires June 30, 2026
Sheila House	Term expires June 30, 2025
Angela Chilaka	Term expires June 30, 2025
Justin White	Term expires June 30, 2027
John Bathelt, Alternate	Term expires June 30, 2027

GOLF COMMITTEE

Eric Clark	Term expires June 30, 2027
Vacant	Term expires June 30, 2025
W. Paul White, Chair	Term expires June 30, 2026
Mark Martello, Vice Chair	Term expires June 30, 2026
John Adams, Clerk	Term expires June 30, 2027
Frank Wiacek, Jr.	Term expires June 30, 2025
Karen Doucette	Term expires June 30, 2027

Recognition to: Carol Fuller and Martha Duffy

HARWICH ACCESSIBILITY RIGHTS COMMITTEE

Alexa Paige	Term expires June 30, 2025
Lynn Budell	Term expires June 30, 2026
Pamela Oldenburg	Term expires June 30, 2026
Julia Quinn	Term expires June 30, 2027
Vacant	Term expires June 30, 2025
Meggan Eldredge, ADA Compliance Officer	Term expires June 30, 2026
Recognition to: Donna Richardson	

HARWICH CULTURAL COUNCIL

Bernadette Waystack, Chair	Term expires June 30, 2025
Dinah Lane	Term expires June 30, 2025
Jacqueline Leach	Term expires June 30, 2027
Christine Banks	Term expires June 30, 2026
Nina Schuessler	Term expires June 30, 2026
Vacant	Term expires June 30, 2026
Pam North	Term expires June 30, 2025
Sharon Moore	Term expires June 30, 2026
Victoria Brown	Term expires June 30, 2027
Recognition to: Vicki Goldsmith	

HARWICH ENERGY AND CLIMATE ACTION COMMITTEE

Valerie Bell, Chair	Term expires June 30, 2026
Charles Czech	Term expires June 30, 2027
Jacqueline Pentz-Greene	Term expires June 30, 2026
Glenn Miemiec	Term expires June 30, 2025
Vacant	Term expires June 30, 2025
Vacant – Alternate	Term expires June 30, 2027

HARWICH HOUSING COMMITTEE

Elizabeth Harder, Chair	Term expires June 30, 2025
Matt Hemeon	Term expires June 30, 2026
Arthur Bodin	Term expires June 30, 2027
Vacant	Term expires June 30, 2026
Anthony Dimauro	Term expires June 30, 2027
Recognition to: Maryann Campagna	

HISTORIC DISTRICT & HISTORICAL COMMISSION

Mary Maslowski, Chair	Term expires June 30, 2027
Lynne Ellen Zalesak	Term expires June 30, 2026
Brendan Lowney	Term expires June 30, 2025
Robert Doane	Term expires June 30, 2026
Paul Doane	Term expires June 30, 2025
Vacant	Term expires June 30, 2025
Vacant	Term expires June 30, 2027
Vacant - Alternate	Term expires June 30, 2027
Recognition to: Julia Eldredge	

LOCAL PLANNING COMMITTEE

Garrett Curran
Margo Fenn
Peter Gori
James Knickman
Ed McManus
Mary Jones

Joyce McIntyre, Chair
Barbara Nickerson, Secretary
Brian Scheld
David Spitz
Bernadette Waystack

PLANNING BOARD

James Duncan Berry, Ph.D., Chair	Term expires June 30, 2026
Ann Clark Tucker	Term expires June 30, 2025
Mary Maslowski	Term expires June 30, 2027
Vacant	Term expires June 30, 2025
Harry Munns	Term expires June 30, 2027
Allan Peterson	Term expires June 30, 2026
Emily Brutti	Term expires June 30, 2025

Recognition to: Craig Chadwich

PLEASANT BAY RESOURCE MANAGEMENT ALLIANCE STEERING COMMITTEE

Indefinite Terms

Allin P. Thompson

Dorothy Howell, Member

PLEASANT BAY RESOURCE MANAGEMENT ALLIANCE TECHNICAL RESOURCE COMMITTEE

Indefinite Terms

John Rendon (Harbormaster / NRO)	Joseph F. Powers, Town Administrator
Amy Usowski, Conservation Director	Don Yannuzzi, Natural Resources Director
Carole Ridley, Coordinator	

REAL ESTATE & OPEN SPACE COMMITTEE

Elaine Shovlin	Term expires June 30, 2025
Carol Porter, Clerk	Term expires June 30, 2027
Katherine Green, Vice Chair	Term expires June 30, 2027
Dave Callaghan, Chair	Term expires June 30, 2026
Marcia Thorngate Smith	Term expires June 30, 2027
Margo L. Fenn	Term expires June 30, 2025
Brad Hinote	Term expires June 30, 2026

RECREATION & YOUTH COMMISSION

John Mahan, Chair	Term expires June 30, 2027
Francis Crowley	Term expires June 30, 2025
Dave Nixon	Term expires June 30, 2026
Vahan Khachadoorian, Clerk	Term expires June 30, 2025
Phyllis Thomason	Term expires June 30, 2026
Brian Wentworth	Term expires June 30, 2027
Leah Mercurio, Vice Chair	Term expires June 30, 2026

SHELLFISH CONSTABLES (VOLUNTARY)

1 year terms

Greg Garber	Term expires June 30, 2025
Vacant	Term expires June 30, 2025

TRAFFIC SAFETY COMMITTEE

Linda Cebula, Chair	Term expires June 30, 2025
Gerald Beltis, Vice Chair	Term expires June 30, 2026
Vacant	Term expires June 30, 2027
Lincoln Hooper, Director of Public Works	Term expires June 30, 2026
Sgt. Aram Goshgarian, Police Dept. Designee	Term Expires June 30, 2025

Recognition to:

TREASURE CHEST COMMITTEE

Eleanor Gerson	Term Expires June 30, 2025
Vacant	Term expires June 30, 2027
Jean Bulger	Term expires June 30, 2027
Maureen Davis	Term expires June 30, 2026
Deborah Gibson	Term expires June 30, 2027
Heather Bolinder	Term expires June 30, 2026
Mary Moody	Term expires June 30, 2025
Eileen Garrity, Alternate	Term expires June 30, 2025
Vacant, Alternate	Term expires June 30, 2027

Recognition to: Cindy Beaulieu and Eric Fahle

VOTER INFORMATION COMMITTEE

Joy Jordan	Term expires June 30, 2026
Tricia Murray, Chair	Term expires June 30, 2027
Amy Jalbert	Term expires June 30, 2025
Emily Milan	Term expires June 30, 2027
Pauline Teas	Term expires June 30, 2025

Recognition to:

WATERWAYS COMMITTEE

Daniel Hall, Chair	Term expires June 30, 2026
Roger Peterson	Term expires June 30, 2026
Vacant	Term expires June 30, 2027
James Walpole	Term expires June 30, 2025
Daniel Casey	Term expires June 30, 2025
Kent Drushella	Term expires June 30, 2025
Larry Brutti	Term expires June 30, 2027
Richard Shevory, Alternate	Term expires June 30, 2027
Vacant, Alternate	Term expires June 30, 2026

Recognition to: Joseph Johnson

YOUTH SERVICES COMMITTEE

Ashley Symington, Youth & Family Counselor

Vacant	Term expires June 30, 2027
Joy Jordan, Chair	Term expires June 30, 2025
Vacant	Term expires June 30, 2027
Rebecca Craig	Term expires June 30, 2026
Vacant	Term expires June 30, 2026

Recognition to: Jeffrey Craig and Meredith Henderson

Report of the **Harwich Select Board**

As we reflect on the sixty-six Select Board meetings and accomplishments of 2024, the Select Board would like to begin by offering our most genuine and sincere thank you to our voters and taxpayers. Your contributions, whether through your time, energy, or dedication, have been essential in helping us continuously improve upon an already wonderful town.

We also extend our gratitude to the many volunteers who serve on our boards and committees. Your countless hours spent attending meetings, holding hearings, and providing guidance are greatly appreciated. Finally, we want to recognize our dedicated town staff, whose efforts and results make Harwich a truly special place to call home.

There is much to be proud of and thankful for from 2024.

We would like to take this opportunity to recognize Peter Piekarski as our newest member of the Select Board. We also welcomed Angelique McGibbon as our new Human Resource Generalist. Additionally, the Town successfully launched a new and improved website in 2024, and we are excited to announce that our first monthly newsletter is nearly ready to go live.

Chief David Guillemette, after 14 years of exemplary service, retired in July of 2024. Deputy Chief Kevin Considine was promoted to Chief of Police, and Adam Hutton was promoted to Deputy Chief from within the department. These promotions reflect our commitment to developing and advancing the professional growth of our town's employees.

In 2024, Phase 3 of our Sewer Construction began, marking another milestone in Harwich's leadership in clean water initiatives on the Cape.

We are pleased to report on the successful acquisition of several grants across various departments. The Fire Department secured \$16,848 in funding from the State for the purchase of water rescue equipment, enhancing its capabilities in critical emergency situations. Similarly, the Police Department received approximately \$32,000 in Traffic Safety grants, further bolstering efforts to improve road safety and reduce accidents. These grants not only help offset departmental budgets but also contribute significantly to the safety and well-being of the citizens of the Town of Harwich.

Our Local Planning Committee has completed an extraordinary amount of work in 2024, not only developing our Local Comprehensive Plan

but also Harwich's Housing Production Plan and Recreation and Open Space Plan. The Board would like to thank each member of the Local Planning Committee for their tireless efforts and the public for their active participation in surveys and engagement events.

As we look ahead, we recognize that there is still much work to be done. We are certain that some very challenging moments, difficult decisions, and trade-offs lie ahead. However, the Board is energized by the passion and commitment we see all around us, and we remain dedicated to working hard for this incredible town.

Harwich Select Board

Jeffrey F. Handler
Julie E. Kavanagh
Michael D. MacAskill
Donald F. Howell
Peter J. Piekarski

Report of the **Town Administrator**

2024, as a year in review, is most notable for its lack of external emergencies and negative impacts as much as for our continued stability. This is especially true when you look back to the turbulence in 2020 through 2023.

The year was one of stability and steady progress in several key areas; mostly notable in finance and staffing

Financial Stability

As I wrote last year, our key “rainy day” funds continue to grow due to investment income, continued reinvestment and no cause to draw from them. Each of our three key stabilization funds (General Purpose, Affordable Housing and Wastewater) have strong balances and aided in our retention of the AAA rating by Standard & Poors.

The town participated in its second ratings call and bond sale since first achieving the AAA rating in 2019. This year’s bond sale total \$6,855,000 for General Obligation (GO) municipal purposes was in May and followed the ratings call on April 24, 2024.

The S&P Global Ratings group affirmed the town’s AAA long term rating for existing GO bonds as well as rating the town as AAA for the May 2024 GO bonds. In each instance, the town’s financial outlook remains stable. In fact, the rating agency cited the town’s “very strong economy, strong management with good financial policies and practices, consecutive operating surpluses and very strong reserves and liquidity” as positive credit factors. Every facet of our government shares in these positive statements by the actions of staff, elected officials and of course, you, our residents and taxpayers.

The use of the proceeds from the May 2024 bond sale were related to ongoing wastewater projects (Phase 1 – Cold Brook, Phase 2 – East Harwich, as well as planning for Phase 3 – East Harwich extension) and the upcoming water main replacement project in West Harwich along Route 28. These projects had authorizing articles dating from 2017 to 2023.

The great news received in May as described above was followed by equally beneficial and affirming news from the Commonwealth’s Department of Environmental Protection’s State Revolving Fund (SRF) Program wherein we were advised that the Phase 3 East Harwich Wastewater Extension project was awarded a **0% Interest Loan** for the eligible costs related to the project. That covers approximately \$37.7 million of the anticipated project costs of just under \$42 million. Further, the town was also awarded partial loan forgiveness for \$2,221,866 of the total project cost.

Although the town is required to sewer in the manner covered by the projects (yet is not under present Conservation Law Foundation litigation), it is a great benefit to the town to have achieved these ratings and awards.

Again, great news we can all take pride in as collaborative result of our municipal government.

Staffing Enhancement

Although the Town of Harwich is not immune from the strong regional labor and workforce pressures endemic in our region, there are bright spots in our staffing levels.

Most notably, after the Select Board endorsed and Town Meeting approved the new role of Humans Resources Generalist (to become the Human Resources Director in 2025 if the Charter amendment is adopted at the 2025 Annual Town Election), I was thrilled to hire and bring on board in this vital role Angelique McGibbon. Angelique is no stranger to Harwich as she comes to after many years serving in a similar role for the Cape Cod Regional Vocational Technical High School on Pleasant Lake Avenue. The Tech's loss is certainly our gain as Angelique has made an immediate and positive impact in this critical role in continuing my goal of making the Town of Harwich an employer of choice for all positions.

I close my annual report with sentiments of gratitude to so many who contribute to our ongoing success on a daily basis.

I offer my thanks to our department heads and staff who work diligently to provide the exceptional services and programs we have come to expect from the town. Thank you also to the members of the Select Board for their faith and trust in me to serve as your Town Administrator.

I am eternally grateful to the Administration Department team led by Assistant Town Administrator Meggan Eldredge, Executive Assistant for Licensing Danielle Freiner, Executive Assistant to the Town Administrator Natasha Lyon as well as our new colleague, Angelique McGibbon. Our thanks also extends to Ellen Powell, formerly Administration Department Team Member who fills in at various times in various departments as needs arise due to parental leaves and the like.

Lastly, thank you to the residents, voters and taxpayers of the Town for your unwavering support for our community. It has been my pleasure to serve as Town Administrator in my hometown. I cherish my time as your Town Administrator.

Respectfully submitted,

Joseph F. Powers
Town Administrator

Report of the **Town Clerk's Office**

The 2024 calendar year was a pivotal year for elections!

Over the course of these 12 months, the Town held five elections and one town meeting– the Presidential Primary Election in March, a Special Town Election to fill a Select Board vacancy in April, the Annual Town Meeting and Annual Town Election in May, the State Primary Election in September, and culminating with the Presidential and State General Election in November. The results of all six events are recorded on the following pages.

There is a frequently heard refrain in the Town Clerk Community that the notion of Election “Day” is no longer relevant. In recent years, election laws have evolved significantly to offer voters more flexibility in how they cast their ballots. For all presidential primaries, state primaries, and state elections, voters have the opportunity to vote early by mail, early in person, or in person on Election Day. For local elections, communities have some flexibility to determine which voting options best meet the needs of their residents. With more and more voters opting for early voting, either by mail or in person, elections have become multi-week, or even multi-month, events.

We relied heavily on our teams of election workers and Registrars to manage this increased workload effectively. In total, 57 election workers and the three other members of the Board or Registrars assisted with these events. These folks worked approximately 2,200 total hours to ensure the voting process was accurate, efficient, and smooth for all voters, regardless of how they chose to cast their ballot. This team epitomizes public service and commitment to democracy – I am continuously grateful for and awed by their passion and dedication.

This year, we saw a surge of interest in election work, which allowed us to welcome 19 new election workers to our team! We strive to ensure all election officials are equipped with the knowledge and tools necessary to do this important work. We offered nine different training sessions, including broad overviews of election work, in depth reviews of specific election worker roles, and information and practice sessions on accurately tallying results on Election night. I thank each and every one of our election officials for committing the time to these training sessions and for carrying their expertise into Election Day.

Our office engaged in a variety of educational and outreach opportunities to help inform the community about all facets of the voting process. We provided regular updates on The Harwich Channel, as well as comments and presentations to the Select Board. We created and distributed guides and infographics outlining voting methods and key dates. In partnership with the Community Center, Council on Aging, and Brooks Free Library, we distributed information through their newsletters and bulletin boards to reach broader segments of our residents. Our department webpage (<https://www.harwich-ma.gov/365/Town-Clerk>) was consistently updated with election information and results (along with other Town Clerk’s Office programs and services!).

We introduced two new events that we repeated before each of the Fall elections – *Trust the Process* and an Information Session on Accessible Voting. *Trust the Process* aimed to address the broader climate of public confusion or mistrust in elections that we see nationwide. We covered all topics related to election administration, including voting methods, voter list maintenance, voting equipment, accessible voting, results certification, and more. The Accessible Voting Information Sessions highlighted technology that enables voters with disabilities to cast their ballots privately and independently, both by mail and in person. The first session was part of the Brooks Free Library “Tips, Techniques, and Technologies” monthly series, and we were very thankful for the invitation and enthusiastic audience. Both events were well received, and we look forward to offering them again in the lead-up to future elections!

All registered voters in the Town of Harwich are eligible to participate in our elections and town meetings. As of December 31, 2024, the voter registration breakdown by precinct and party affiliation was as follows:

Party Affiliation	Precinct				Party Totals
	1	2	3	4	
Democrat	753	693	593	620	2,659
Libertarian	6	6	7	10	29
Republican	462	365	363	334	1,524
Unenrolled	2,147	1,962	1,932	1,922	7,927
Enrolled in Other Designation	10	9	15	8	42
Precinct Totals	3,378	2,999	2,910	2,894	

Total Registered Voters: 12,181

In addition to these robust election-related activities, our office completed many important annual and day-to-day functions. We completed the 2024 Annual Census mailing and the creation of the 2024 Street Listing, licensed 1,412 dogs, processed 107 new and renewed business certificates, responded to 124 unique public records requests providing records from 22 different town departments and committees, recorded 389 Vital records (73

births, 61 marriages, and 255 deaths), swore in 62 elected and appointed members of our Boards/Committees/Commissions, served as the primary local resource on certain state laws including the Open Meeting Law, Conflict of Interest Law, and Public Records Law, and acted as a central hub of information and support to the community.

Looking ahead to 2025, we are eager to embrace a year of lighter election activity to focus on other important projects. Our initial priority will be on records management and access. In collaboration with the Information Technology Department, we have acquired an Electronic Records Management platform that will allow us to track and retain more Town records digitally. This platform will also assist all departments in making more records readily available to the public, reducing the need for individuals to request information of interest. Simultaneously, our departments are procuring records scanning services to digitize hard copy records. This will be a multi-year, phased project that will support departmental operations and public access to information. We are excited to begin rolling these programs out in the near future.

I wish to thank our Board of Registrars for their support of numerous essential Clerk's Office functions. The Registrars assist with elections, town meetings, voter registration, the certification of nomination and petition papers, the creation of the annual street listing, and more. The current Board of Registrars consists of Shirley Knowles, Mary Ann Pina, Deborah Sementa, and myself. I offer my unending thanks to Shirley, Mary Ann, and Deb for their tireless work and steadfast support.

I also wish to thank Assistant Town Clerk Jennifer Clarke and Executive Assistant Marissa El Sehrawey. Jen and Marissa put in countless early mornings, late nights, and weekend hours to make our elections a success. Their professionalism, kindness, focus, work ethic, and commitment to providing the highest quality service to our residents and voters never wavered. The Town is exceptionally well served by their efforts, and I am thankful to work alongside them every day.

Finally, I thank the residents and voters of the Town of Harwich. This position provides me with the privilege of working directly with so many of you. I am grateful to live and work in a community filled with passionate, engaged, diverse, and creative people who are all striving to make this Town the best it can be. Thank you for your ongoing support!

Respectfully submitted,

Emily Mitchell
Town Clerk

Vital Records for 2024

As recommended by the State Office of Vital Records, only the number of births, deaths, and marriages recorded in the last year are listed.

Births – 73

Marriages – 61

Deaths – 255

Town Clerk's Office Fee's Collected Fiscal Year 2024 (July 1, 2023 - June 30, 2024)

Photocopies	\$0
Burial Permits	\$230.00
Dog Licenses	\$19,305.00
Utility Poles	\$80.00
Birth, Marriage, Death	\$18,610.00
Business Certificates	\$4,130.00
Raffle Permits	\$140.00
Gasoline Storage	\$175.00
Non-Criminal Violation Payments - Fire	\$0
Non-Criminal Violation Payments - Police	\$1,200.00
Non-Criminal Violation Payments - Health	\$0
Non-Criminal Violation Payments - Harbor	\$100.00
Non-Criminal Violation Payments - Conservation	\$600.00
Non-Criminal Violation Payments - Building	\$150.00
Town Clerk Miscellaneous Revenue	\$1,886.95
TOTAL FEES COLLECTED	\$46,606.95

**ANNUAL TOWN MEETING
WARRANT
WITH
RECOMMENDATIONS**



**May 6, 2024
7:00 p.m.
Harwich Community Center
100 Oak Street
Harwich, MA 02645**

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VOTING PROCEDURES

- I A quorum, 150 registered voters, must be present in order to conduct business. The only motion in order when no quorum is present is a motion to adjourn.
- II A two-thirds majority of the Town Meeting shall be required for inclusion of any Capital Outlay, unless it was included in the Capital Outlay Plan adopted at the preceding Town Meeting.
- III All motions introduced at the Town Meeting shall be in writing when required by the Moderator.
- IV Voters are limited to two times speaking on any one question; the total time speaking not to exceed 10 minutes.
- V Only registered voters shall occupy the meeting “floor”.
- VI No voter will be allowed to speak until he or she is recognized by the Moderator.
- VII Motion requiring more than a simple majority to pass:
 - A. To reconsider a vote on a motion – $\frac{3}{4}$ majority (this motion must be made prior to the next adjournment of the meeting).
 - B. To consider articles in an order other than as appears on the warrant – $\frac{3}{4}$ majority.
 - C. To pay unpaid bills – $\frac{4}{5}$ majority at the Annual Town Meeting, $\frac{9}{10}$ majority at a Special Town Meeting.
 - D. To move the previous question (terminate debate) – $\frac{3}{4}$ majority.
- VIII Quorum cannot be questioned after a motion has been made and seconded.

MOTION CHART Section 1-211
(Application of Rules is indicated by an X)

Motions	Debatable	Non Debatable	Amendable	Non Amendable	Second Required	Second Not Required	Majority Vote	2/3 Vote	¾ Vote	May Reconsider	Cannot Reconsider
Adjourn	X	X		X	X		X				X
Adjourn (in a time certain)	X		X		X		X			X	
Amendment	X		X		X		X			X	
Adopt a Resolution	X		X		X		X				X
Accept & Adopt	X		X		X		X ¹			X	
Postpone Indefinitely	X			X	X		X			X	
Previous Question Terminate Debate		X		X	X			X			X
Reconsider ²	X			X	X			X		X	X
Consider Articles	X		X		X			X			X
Out of Order											
Point of Order		X							X		
1. Unless a greater than simple majority required by General Laws of Town of Harwich by-laws.											
2. See section 1.207											

TAX RATE CHART

THE CHART BELOW SHOWS THE AMOUNT OF MONEY REQUIRED TO CHANGE THE FY 2024 TAX RATE.						
TAX RATE CHANGE IN \$/1000			DOLLARS REQUIRED			
\$	0.01				\$95,117	
\$	0.05				\$475,584	
\$	0.10				\$951,167	
\$	0.15				\$1,426,751	
\$	0.20				\$1,902,334	
\$	0.25				\$2,377,918	
\$	0.30				\$2,853,501	
\$	0.35				\$3,329,085	
\$	0.40				\$3,804,669	
\$	0.45				\$4,280,252	
\$	0.50				\$4,755,836	
\$	0.55				\$5,231,419	
\$	0.60				\$5,707,003	
\$	0.65				\$6,182,587	
\$	0.70				\$6,658,170	
\$	0.75				\$7,133,754	
\$	0.80				\$7,609,337	
\$	0.85				\$8,084,921	
\$	0.90				\$8,560,504	
\$	0.95				\$9,036,088	
\$	1.00				\$9,511,672	

MUNICIPAL FINANCE TERMS

APPROPRIATION: An authorization granted by a town meeting, city council or other legislative body to expend money and incur obligations for specific public purposes. An appropriation is usually limited in amount and as to the time period within which it may be expended.

AVAILABLE FUNDS: Balances in the various fund types that represent nonrecurring revenue sources. As a matter of sound practice, they are frequently appropriated for unforeseen expenses, capital expenditures, or other one-time costs. Examples of available funds include free cash, stabilization funds, overlay surplus, water surplus, and retained earnings.

CHERRY SHEET: Named for the cherry-colored paper on which they were originally printed, the Cherry Sheet is the official notification to cities, towns, and regional school districts of the next fiscal year's state aid and assessments. The aid is in the form of distributions, which provide funds based on formulas and reimbursements that provide funds for costs incurred during a prior period for certain programs or services.

FREE CASH: Remaining, unrestricted funds from operations of the previous fiscal year, including unexpended free cash from the previous year, actual receipts in excess of revenue estimated on the tax recapitulation sheet, and unspent amounts in budget line items. Unpaid property taxes and certain deficits reduce the amount that can be certified as free cash.

OVERLAY (Overlay Reserve, or Allowance for Abatements and Exemptions): An account that funds anticipated property tax abatements, exemptions, and uncollected taxes. Additions to the overlay reserve need not be funded by the normal appropriation process but instead raised on the tax rate recapitulation sheet.

RESERVE FUND: An amount (not to exceed 5 percent of the tax levy for the preceding year) set aside annually within a community's budget to provide a funding source for extraordinary or unforeseen expenditures. In a town, the finance committee can authorize transfers from this fund for "extraordinary or unforeseen" expenditures. Other uses of the fund require budgetary transfers by town meeting.

STABILIZATION FUND: A fund designed to accumulate amounts for capital and other future spending purposes, although it may be appropriated for any lawful purpose (MGL c. 40 § 5B). Communities may establish one or more stabilization funds for different purposes and may appropriate any amounts into them. A two-thirds vote of town meeting is required to establish, amend the purpose of, or appropriate money from a stabilization fund. A majority vote of town meeting is required to appropriate money into a stabilization fund.

MUNICIPAL FINANCE TERMS RELATED TO CAPITAL IMPROVEMENTS

CAPITAL ASSETS: – Any tangible property used in the operation of government that is not easily converted into cash and that has an initial useful life extending beyond a single financial reporting period. Capital assets include land and land improvements; infrastructure, such as roads, bridges, water and sewer lines; easements; buildings and building improvements; vehicles, machinery and equipment.

Communities typically define capital assets in terms of a minimum useful life and minimum initial cost.

CAPITAL BUDGET: An appropriation or spending plan that uses borrowing or direct outlay for capital or fixed asset improvements. Among other information, a capital budget should identify the method to finance each recommended expenditure (e.g., tax levy or rates) and identify those items that were not recommended.

CAPITAL IMPROVEMENTS PROGRAM: – A blueprint for planning a community's capital expenditures that comprises an annual capital budget and a five-year capital plan. It coordinates community planning, fiscal capacity, and physical development. While all the community's needs should be identified in the program, there is a set of criteria that prioritize the expenditures.

CAPITAL OUTLAY: The exchange of one asset (cash) for another (capital asset) with no ultimate effect on net assets. Also known as "pay as you go," it is the appropriation and use of available cash to fund a capital improvement, as opposed to incurring debt to cover the cost.

FIXED ASSETS: – Long-lived, tangible assets, such as buildings, equipment and land, obtained or controlled as a result of past transactions or circumstances.

MUNICIPAL FINANCE TERMS RELATED TO PROPOSITION 2 ½ TERMS

Chapter 59, Section 21C of the Massachusetts General Laws commonly referred to as Proposition 2 ½ (Prop. 2 ½) or the Tax Limiting Law for Cities and Towns in Massachusetts.

CAPITAL OUTLAY EXPENDITURE EXCLUSION: A temporary increase in the tax levy to fund a capital project or to make a capital acquisition. Such an exclusion requires a two-thirds vote of the selectmen or city council (sometimes with the mayor's approval) and a majority vote in a communitywide referendum. The exclusion is added to the tax levy only during the year in which the project is being funded and may increase the tax levy above the levy ceiling.

CONTINGENT APPROPRIATION: An appropriation that authorizes spending for a particular purpose only if subsequently approved in a voter referendum. Under MGL c. 59 § 21C (m), towns may make appropriations from the tax levy, available funds, or borrowing contingent on the subsequent passage of a Proposition 21/2 override or exclusion question for the same purpose. If initially approved at an annual town meeting, voter approval of the contingent appropriation must occur by September 15. Otherwise, the referendum vote must occur within 90 days after the town meeting dissolves. The question may be placed before the voters at more than one election, but if the appropriation is not approved by the applicable deadline, it is null and void. If contingent appropriations are funded through property taxes, DLS cannot approve the tax rate until the related override or exclusion question is resolved or the deadline passes, whichever occurs first.

DEBT EXCLUSION: An action taken by a community through a referendum vote to raise the funds necessary to pay debt service costs for a particular project from the property tax levy but outside of the limits under Proposition 21/2. By approving a debt exclusion, a community calculates its annual levy limit under Proposition 21/2, then adds the excluded debt service cost. The amount is added to the levy limit for the life of the debt only and may increase the levy above the levy ceiling.

LEVY: The amount a community raises through the property tax. The levy can be any amount up to the levy limit, which is reestablished every year in accordance with Proposition 21/2 provisions.

LEVY CEILING: – A levy ceiling is one of two types of levy (tax) restrictions imposed by MGL c. 59 § 21C (Proposition 2 1/2). It states that, in any year, the real and personal property taxes imposed may not exceed 2 1/2 percent of the total full and fair cash value of all taxable property. Property taxes levied may exceed this limit only if the community passes a capital exclusion, debt exclusion, or special exclusion.

LEVY LIMIT: A levy limit is one of two types of levy (tax) restrictions imposed by MGL c. 59 § 21C (Proposition 21/2). It states that the real and personal property taxes imposed by a city or town may only grow each year by 2 1/2 percent of the prior year's levy

NEW GROWTH: The additional tax revenue generated by new construction, renovations and other increases in the property tax base during a calendar year. It does not include value increases caused by normal market forces or revaluations.

OVERRIDE: A vote by a community at an election to permanently increase the levy limit. An override vote may increase the levy limit no higher than the levy ceiling. The override question on the election ballot must state a purpose for the override and the dollar amount.

OVERRIDE CAPACITY: The difference between a community's levy ceiling and its levy limit. It is the maximum amount by which a community may override its levy limit.

Note: The glossary definitions found on pages 4, 5 and 6 of this Warrant were derived from the Municipal Glossary published the Division of Local Services (January 2020).

The entire glossary can be found at:

<https://www.mass.gov/info-details/municipal-governance-training-and-resources>

**COMMONWEALTH OF MASSACHUSETTS
TOWN OF HARWICH
ANNUAL TOWN MEETING
May 6, 2024**

BARNSTABLE, ss:

To either of the Constables of the Town of Harwich in said county,

Greetings:

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in elections and Town affairs to meet in the Community Center Gymnasium, 100 Oak Street in said Town on May 6, 2024 at 7:00 P.M., then and there to act on the following articles:

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 1st day of April, 2024

s/ Julie E. Kavanagh, Chair
s/ Michael D. MacAskill, Vice Chair
s/ Jeffrey Handler, Clerk
s/ Donald F. Howell

Select Board
Town of Harwich

A true copy Attest:
s/ David Robinson, Constable

April 4, 2024

By virtue of this Warrant I have this day notified and warned the inhabitants of the Town of Harwich, qualified to vote in elections and town affairs, to meet at the Harwich Community Center, 100 Oak Street in said Town on Monday, the 6th day of May, 2024, at the time and place for the purpose herein named by posting up attested copies thereon in the four (4) Post Office buildings, in the Town Hall and Community Center in the Town of Harwich, which covers all four precincts, at least fourteen (14) days before the time of said meeting as within directed, and causing an attested copy thereof to be published in the Cape Cod Chronicle published in Barnstable County and having its circulation in the Town of Harwich.

s/ David Robinson, Constable

The Moderator, Michael D. Ford, Esq., called the meeting to order at 7:02 PM. The quorum of 150 voters was met, with a total of 450 registered voters in attendance.

Select Board Members Jeffrey Handler and Donald Howell presented the Hall of Fame recipients, recognizing Milton Welt, Albert Raneo, Angelina Chilaka, and Allin Thompson, Jr.

Before the town business began at 7:20 PM, Town Clerk Emily Mitchell read the Call of the Warrant and the Return of the Warrant.

The Annual Town Meeting began with:

TOWN OFFICERS AND COMMITTEES

ARTICLE 1: To choose various Town Officers and Committees.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 1 be accepted and adopted as printed in the warrant.

Duly seconded

Action: The motion carried.

Town Moderator Appointments

At this time, the Moderator, Michael D. Ford, Esq., made the following appointments:

Finance Committee:

I appointed Peter Hughes to a three (3) year term expiring June 30, 2027

I appoint Daniel Tworek to a three (3) year term expiring June 30, 2027

I appoint Scott Norum to a three (3) year term expiring June 30, 2027

Caleb Chase Trust Fund:

I appoint James B. Stinson, Esq. to a three (3) year term as Trustee expiring June 30, 2027

REPORTS OF TOWN OFFICERS AND COMMITTEES

ARTICLE 2: To hear reports of all Town Officers and Committees for the year 2023.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 2 be accepted and adopted as printed in the warrant.

Duly seconded

Peter Hughes, Chair – Finance Committee, presented the report of the Finance Committee.
Joyce McIntyre, Chair – Local Planning Committee, presented a report of the Local Planning Committee with an update on the development of the Local Comprehensive Plan.

Action: The motion carried.

ELECTED OFFICIAL SALARIES

ARTICLE 3: To see if the Town will vote the salaries of the Elected Officials of the Town for fiscal year commencing July 1, 2024 and ending June 30, 2025 as follows; and to act fully thereon. Estimated cost: \$136,616

Selectmen (5)	\$2,400 each
Moderator	\$1,000
Water & Wastewater Commissioners (5)	\$1,000 each
Library Trustees (7)	\$1,000 each
Town Clerk	\$111,616

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 3 be accepted and adopted as printed in the warrant.

Duly seconded

Action: The motion carried.

TOWN OPERATING BUDGET

ARTICLE 4: To see if the Town will vote to raise and appropriate, transfer from available funds or borrow such sums of money as may be required to defray Town charges for Fiscal Year 2025; and to act fully thereon.

By request of the Select Board. (BUDGET – APPENDIX B). Estimated Cost: \$45,732,309

FUNDING SOURCES	
Betterments	145,000
Cable Fund	226,964
Golf Improvement Receipts Reserved	95,200
Harbor Improvement Fund	200,000
Harbor Waterways Fund	200,000
Overlay Surplus	400,000
Special Purpose Wastewater Stab. Fund	500,000
Water Enterprise Indirect Costs	861,327
Wastewater Enterprise Indirect Costs	62,148
Subtotal	2,690,639
Local Receipts	16,307,350
Taxes	26,734,320
Operating Budget	45,732,309

Explanation: The Town’s Operating Budget (outlined in line-item detail in Appendix B showing salaries & wages as well as expenses) covers three main areas of expenditures: the Departmental Budgets, Debt Service (“payments” comprised of principal and interest) and Semi-fixed and Fixed Costs including the town’s mandatory retirement contributions to the Barnstable County Retirement System as well as insurances (group health insurance and general insurance and deductibles). The use of retained earnings from the Water and Wastewater Departments is solely to account for the indirect costs provided by staff in the Operating Budget.

Additionally, this operating budget includes several enhancements of services (EOS) including:

- **Administration (Dept. 149: lines 29 & 30 in Appendix B):** A new, full-time, benefitted position of Human Resources Generalist as well related fringe benefits, Human Resource programming and funds to support merit increases throughout the organization totaling \$115,000 in line 29 and \$30,000 in line 30.
- **Fire Department (Dept. 220: line 76 in Appendix B):** Additional overtime for shift coverage totaling \$231,190.00 in line 76.
- **Community Center (Dept. 540: line 111 in Appendix B):** \$52,000.00 in line 111 in Appendix B for building enhancements including additional security cameras and monitors, blinds, furniture and cleaning.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 4 be accepted and adopted as printed in the warrant, and that the sum of \$45,732,309 be appropriated for the purposes listed in Appendix B under the column titled “2025 Select Board Recommend” and further that the sum of \$43,041,670 be raised and appropriated, and the following amounts be transferred as follows:

\$2,000 from Septic Loan Betterment Fund, \$15,000 from the Skinequit Road Betterment Fund, \$50,000 from the Ginger Plum Lane Betterment Fund, \$78,000 from the Allen Harbor Betterment Fund, \$226,964 from the Cable PEG Fund, \$95,200 from the Golf Improvement Receipts Reserved Fund, \$200,000 from the Waterways Management Receipts Reserved Fund, \$200,000 from the Harbor Improvement and Maintenance Receipts Reserved Fund, \$400,000 from Overlay Surplus, \$861,327 from the Water Enterprise Fund, \$62,148 from the Wastewater Enterprise Fund, and \$500,000 from the Wastewater Special Purpose Stabilization Fund, for the purpose of funding the Fiscal Year 2025 Operating Budget for a total budget appropriation of \$45,732,309.

Duly seconded

Julie Kavanagh, Chair – Select Board, presented a report on the FY 2025 operating budget.

Action: The motion carried.

MONOMOY REGIONAL SCHOOL DISTRICT BUDGET

ARTICLE 5: To see if the Town will vote to raise and appropriate, transfer from available funds or borrow such sums of money as may be required to pay for the Monomoy Regional School District Assessment for Fiscal Year 2025, and to act fully thereon. By request of the Monomoy Regional School Committee. Estimated cost: \$29,876,982

Operating	27, 213,481
Capital	323,626
Transportation	787,996
Debt	1,551,879
Total Assessment - Harwich	\$29,876,982

Explanation: This article represents the total assessment for the Town of Harwich to the Monomoy Regional School District and reflects a 4.9% increase over the FY 2024 assessment rate. The capital line includes the capital project at the Harwich Elementary School (roof units) as well as the debt line including the debt service payment anticipated to include the Middle School project (see Article 9 of this warrant).

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 5 be accepted and adopted as printed in the warrant, and that the sum of \$29,876,982 be raised and appropriated for the purpose of funding the Town of Harwich’s assessment for the FY 2025 annual operation of the Monomoy Regional School District.

Duly seconded

Action: The motion carried unanimously.

CAPE COD REGIONAL TECHNICAL SCHOOL DISTRICT BUDGET

ARTICLE 6: To see if the Town will vote to raise and appropriate, transfer from available funds or borrow a sufficient sum of money as may be required to pay for the Cape Cod Regional Technical High School District Assessment for Fiscal Year 2025, and to act fully thereon. By request of the Cape Cod Regional Technical High School District. Estimated cost: \$2,204,820

Operating	1,546,671
Debt	658,149
Assessment for Town of Harwich	2,204,820

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 0 (Zero): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 6 be accepted and adopted as printed in the warrant, and that the sum of \$2,204,820 be raised and appropriated to fund the annual operation of the Cape Cod Regional Technical High School.

Duly seconded

Action: The motion carried unanimously.

WATER DEPARTMENT BUDGET

ARTICLE 7: To see if the Town will vote to raise and appropriate, transfer from available funds or borrow such sums of money as may be required to defray the Water Department Operating Budget for Fiscal Year 2025, and to act fully thereon.

Salaries	1,363,256
Expenses	1,817,878
Debt	739,426
Indirect Costs	861,327
OPEB	50,000
Total	\$4,831,887

By request of the Board of Water/Wastewater Commissioners. Estimated cost: \$4,831,887.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 7 be accepted and adopted as printed in the warrant, and that the sum of \$4,831,887 be transferred from the Water Department Receipts to fund the Water Enterprise Fund, and to transfer of said appropriation \$50,000 from the Water Department Operating Budget to Other Post-Employment Benefits Trust Fund created under Article 8 of the May 6, 2014 Special Town Meeting.

Duly seconded

Action: The motion carried unanimously.

WASTEWATER DEPARTMENT BUDGET

ARTICLE 8: To see if the Town will vote to raise and appropriate, transfer from available funds or borrow such sums of money as may be required to defray the Wastewater Department Operating Budget for Fiscal Year 2025, and to act fully thereon.

Salaries	\$202,624
Expenses	\$435,660
Indirect Costs	\$62,148
TOTAL	\$700,432

By request of the Board of Water/Wastewater Commissioners. Estimated cost: \$700,432.

Explanation: Funding for this article will come from Wastewater Enterprise Fund Receipts (\$50,000), Enterprise Fund Retained Earnings (\$100,000), and a subsidy through the General Fund (\$550,432).

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 8 be accepted and adopted as printed in the warrant, and that \$50,000 be transferred from the Wastewater Department Receipts, \$100,000 be transferred from the Wastewater Enterprise Fund Retained Earnings, and \$550,432 be raised and appropriated to fund the Wastewater Enterprise Fund operating budget. Total appropriation of \$700,432.

Duly seconded

Action: The motion carried unanimously.

MONOMOY MIDDLE SCHOOL RENOVATION PROJECT

ARTICLE 9: To see if the Town will vote to approve the \$2,500,000.00 debt authorized by the Monomoy Regional School District to pay costs of renovating and reconstructing the exterior siding of the Monomoy Regional Middle School, including the payment of all costs incidental and related thereto, provided that the approval of the District's borrowing by this vote shall be subject to and contingent upon an affirmative vote of the Town to exempt its allocable share of the amounts required for the payment of interest and principal on said borrowing from the limitations on taxes imposed by M.G.L. Chapter 59, Section 21C (Proposition 2-1/2, so-called); and to act fully thereon.

By request of the Select Board. Estimated cost: \$2,500,000.00.

Explanation: The borrowing authorized is contingent upon the passage of the related ballot question (Question #1) which appears on the Annual Town Election warrant (see Appendix A).

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 9 be accepted and adopted, and that the Town approve the \$2,500,000 debt authorized by the Monomoy Regional School District to pay costs of renovating and reconstructing the exterior siding of the Monomoy Regional Middle School, including payment of all costs incidental and related thereto, provided that the approval of the District's borrowing by this vote shall be subject to and contingent upon an affirmative vote of the Town to exempt its allocable share of the amounts required for the payment of interest and principal on said borrowing from the limitations on taxes imposed by M.G.L. Chapter 59, Section 21C (Proposition 2-1/2, so called).

Duly seconded

Action: The motion carried.

PETITIONED ARTICLE – TREE PRESERVATION BYLAW

ARTICLE 10: To see if the Town will vote to:

Trees are a tremendous asset to our community and environment. The Harwich Tree Preservation Bylaw encourages the preservation and protection of trees on residential, commercial and industrial lots during building activities as defined in this Bylaw and monitors for their survival after construction.

This Bylaw does not prohibit a landowner's right to remove a protected tree. Removal of protected trees will be authorized so long as the property owner undertakes one of the mitigation options set forth herein. This Bylaw incentivizes the preservation of protected trees by requiring property owners to compensate for any Protected Trees that are removed, either by planting new ones or by contributing to the Tree Bylaw Revenue Account that supports the Town's tree planting and maintenance efforts.

This Article would establish a program intended to incentivize the protection of certain trees on lots within the Town of Harwich. It would require, prior to any building activities as defined in this Article, the submission of an application and plan to the Planning Department that identifies trees that qualify as "Protected Trees," within the lot perimeter setback area of the lot, defined as the "Tree Lot." This Article does not prohibit any property owner from removing any tree, protected or not, from their property, however if a protected tree is proposed for removal it will require either a payment into a Tree Bylaw Revenue Account or replacement of the protected tree with a suitable species in accordance with this Article. This would eliminate the ability for property owners to "clear-cut" their lot prior to a building activity. This Article does not restrict cutting or removal of trees outside of the "Tree Lot." Nor does this Article prevent an owner from cutting or removing trees if there is no building or construction activities. The Article is intended to encourage the preservation of existing trees for their environmental benefits and positive impact on the character of the community.

To see if the Town will vote to add new Chapter: Tree Preservation Bylaw to the Harwich General Bylaws as follows:

HARWICH TREE PRESERVATION BYLAW

§175-1 PURPOSE & INTENT

The Harwich Tree Preservation Bylaw encourages the preservation and protection of trees on residential, commercial and industrial lots during building activities as defined in this Bylaw and monitors for their survival after construction.

This Bylaw does not prohibit a landowner's right to remove a protected tree. Removal of protected trees will be authorized so long as the property owner undertakes one of the mitigation options set forth herein. This Bylaw incentivizes the preservation of protected trees by requiring property owners to compensate for any Protected Trees that are removed, either by planting new ones or by contributing to the Tree Bylaw Revenue

Account that supports the Town's tree planting and maintenance efforts.

This Bylaw does not discourage the removal of hazardous trees (as defined herein) for reasons of public health and safety nor does this Bylaw discourage the removal of a tree(s) that by size or otherwise is not subject to the protections set forth herein.

This Bylaw defines which trees are of preservation value ("Protected Trees") and designates the area(s) of a lot or parcel where those trees are protected ("Tree Yard").

Trees cannot be assigned a monetary value, they are 'priceless.' The preservation of existing trees and the promotion of new tree planting is a public purpose that protects the ecology and public health, welfare, environment and aesthetic character of the Town of Harwich and its residents. Trees serve a variety of functions that this Bylaw intends to protect and enhance. These valuable functions include but are not limited to reducing energy consumption, providing shade, improving air quality, providing vital wildlife habitat, erosion control, reducing storm-water runoff, buffering noise pollution, increasing property values, and positively contributing to the visual character of the Town.

§175-2

DEFINITIONS

The following words, terms, and phrases, when used in this Bylaw, shall have the meaning ascribed to them in this section:

AGGREGATE DIAMETER: The combined diameter of a multiple-trunk tree measured at breast height. Breast height: see definition below.

BUILDING ACTIVITY: One of the following types of work performed on a lot:

- *Work performed pursuant to a special permit (as defined in MGL Ch. 40A Sec. 9 and the Harwich Zoning Bylaw);*
- *Work performed pursuant to site plan approval (as defined in the Harwich Zoning Bylaw);*
- Construction of a new dwelling (including after razing an existing dwelling);
- Construction of a structure on a vacant lot;
- Construction of a subdivision;
- Construction of a structure or addition that increases the gross floor area of a residential, commercial, or industrial structure by 50% or more;
- Demolition of a structure(s) with a footprint of 250 square

- feet or greater;
- Construction of any accessory structures requiring a building permit including but not limited to sheds 200 square feet, detached garages, pools, retaining walls with a height of four feet or greater; or
- Clearing, grading, grubbing or other site preparation work performed prior to undertaking any of the above.

CERTIFICATE OF

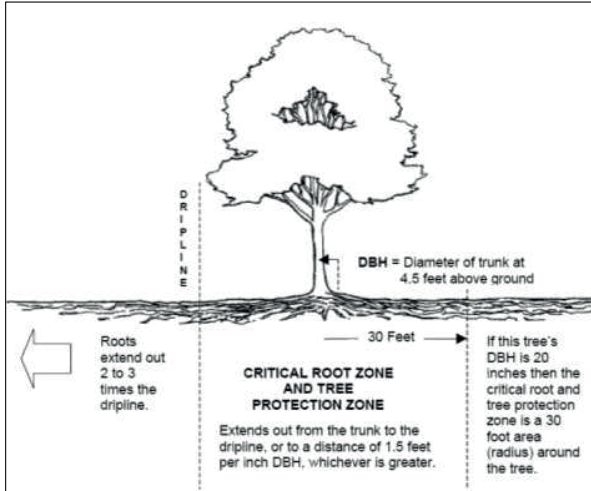
EXEMPTION: Formal permission granted to proceed with building activity without the need for a tree permit.

CERTIFIED ARBORIST: An arborist certified by the Massachusetts Arborists Association or International Society of Arboriculture, or any successor organization.

CRITICAL ROOT ZONE (CRZ):

The minimum area beneath the tree canopy of a tree which must be left undisturbed in order to preserve a sufficient root mass to give a tree a reasonable chance of survival. The CRZ is represented by a circle centering on the tree's trunk and extending outwards towards the tree's drip line. The minimum radius of the CRZ shall be determined by multiplying the tree's diameter at breast height in inches by 18 (1.5 feet per inch DBH). See Figure 1 below.

Figure 1



Example: A tree with a diameter at breast height of 20 inches shall have a CRZ of 360 inches or 30 feet ($20'' \times 18'' = 360''$)

Calculating the CRZ:

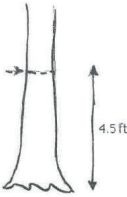
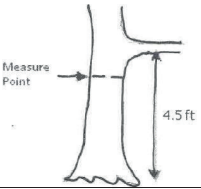
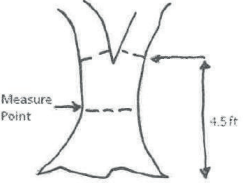
First you need to calculate the tree's Diameter at Breast Height (DBH). DBH can be measured using a caliper measuring tool, or for trees that are too large, DBH can be measured by dividing the tree's circumference by pi (π). $\text{Diameter} = \text{circumference} / \pi$ (3.14)

The Critical Root zone extends from the trunk of the tree to its drip line, or to a distance of 1.5 feet per inch DBH, whichever is greater.
 $\text{CRZ} = \text{Diameter} \times 1.5 \text{ feet}$ (18 inches)

DIAMETER BREAST

HEIGHT (DBH):

The diameter of the trunk of a tree 4.5 feet above the existing grade at the base of the tree. For trees that have branches or swelling at 4.5' above grade that interferes with measurement or for multi-stemmed trees refer to Table 1 below.

TABLE 1: HOW TO MEASURE DIAMETER AT BREAST HEIGHT (DBH)	
<p>Standard Tree</p> <p>For those trees on a site that are at least 6 inches in diameter at a height of 4.5 feet above the existing grade at the base of the tree. For trees on a slope, measure on the uphill side of the tree.</p>	
<p>Tree has branches or swelling at 4.5'</p> <p>Measure DBH below the branch or swelling immediately below where branches cease to affect diameter of the stem. Record the height at which the diameter was measured.</p>	
<p>Multi-stemmed Trees</p> <p>If a tree splits into multiple trunks below 4.5' above the existing grade, the DBH shall be considered to be the measurement taken at the narrowest point beneath the split.</p>	

HAZARDOUS TREE: A tree that is dead, diseased, injured and/or that is dangerously close to existing structures, utilities, streets, sidewalks or other existing improvements or is causing disruption of public utility service, or poses a threat to pedestrian or vehicular safety, or drainage or passage issues upon right-of-way and/or that is harming the health or condition of other trees on the same site.

INVASIVE SPECIES: Any tree that is listed on the most recent version of the Massachusetts Prohibited Plant List as published by the Massachusetts Department of Agriculture. Invasive species as defined in this Bylaw are not protected trees.

Here is link to Massachusetts prohibited plant list:

<https://www.mass.gov/info-details/massachusetts-prohibited-plant-list>

Up dates:

<https://www.mass.gov/info-details/massachusetts-prohibited-plant-list-update>

Including but not limited to these examples:

<i>Acer platanoides</i>	Norway Maple
<i>Acer pseudoplatanus</i>	Sycamore Maple
<i>Ailanthus altissima</i>	Tree-of-Heaven
<i>Phellodendron amurense</i>	Amur Cork-tree
<i>Robinia pseudoacacia</i>	Black Locust

OVERSTORY TREE: A tree that will generally reach a mature height of more than 40 feet.

PROTECTED TREES: Any tree with a diameter at breast height (DBH) of six-inches (6”) or greater of any one of the species listed in Table 2 below.

Removal of Protected Trees shall require a permit before being removed, encroached upon, or in some cases, pruned.

Invasive species as defined in this Bylaw are not protected trees.

Table 2: List of Tree Species that are Protected Trees	
Overstory Species	Understory Species
Atlantic White Cedar (<i>Chamaecyparis thyoides</i>)	American Holly (<i>Ilex opaca</i>)
Black tupelo (<i>Nyssa sylvatica</i>)	Sassafras (<i>Sassafras albidum</i>)
Gray Birch (<i>Betula populifolia</i>)	Eastern Red Cedar (<i>Juniperus virginiana</i>)
River Birch (<i>Betula nigra</i>)	Shadbush (<i>Amelanchier Canadensis</i>)
White Ash (<i>Fraxinus americana</i>)	Flowering Dogwood (<i>Cornus florida</i>)
Green Ash (<i>Fraxinus pennsylvanica</i>)	Cockspur Hawthorne (<i>Crataegus crus-galli</i>)
Red Maple (<i>Acer rubrum</i>)	Sweetbay Magnolia (<i>Magnolia virginiana</i>)
Willow, various species (<i>Salix</i> spp.)	Ironwood (<i>Ostrya virginiana</i>)
Atlantic White Cedar (<i>Chamaecyparis thyoides</i>)	American Hornbeam (<i>Carpinus caroliniana</i>)
Pitch Pine (<i>Pinus rigida</i>)	
White Oak (<i>Quercus alba</i>) and other <i>Quercus</i> species	
Hackberry (<i>Celtis occidentalis</i>)	
American Beech (<i>Fagus grandifolia</i>)	
Tulip Poplar (<i>Liriodendron tulipifera</i>)	
White Spruce (<i>Picea glauca</i>)	
Black Spruce (<i>Picea mariana</i>)	
American basswood (<i>Tilia Americana</i>)	
Black Gum/Sourgum (<i>Nyssa sylvatica</i>)	
Black Cherry (<i>Prunus serotina</i>)	

**REMOVE, EMOVED, REMOVAL or
REMOVING:**

The cutting down of any Protected Tree and all other acts that directly or indirectly result in the death of a Protected Tree prior to any building activity or within two years thereafter, as determined by a certified arborist based on arboricultural practices recommended by the International Society of Arboriculture, including, but not limited to, damaging, poisoning, excessive pruning or other direct or indirect actions.

Grading, grubbing, changing the contour within the CRZ is not permitted if the health of the protected tree is threatened.

Removal or altering the understory vegetation within the CRZ is not permitted if the health of the protected tree is threatened.

TREE BYLAW

REVENUE ACCOUNT: An account established by the Town Accountant to deposit mitigation funds collected under this chapter to be appropriated via a town meeting vote and expended for the purposes of maintaining, acquiring and/or installing trees to beautify the Town and preserve and enhance the character of the community. All sums deposited into the Tree Bylaw Revenue Account shall be used for the sole purpose of buying, planting and maintaining trees on public property in Harwich, and for no other purpose whatsoever.

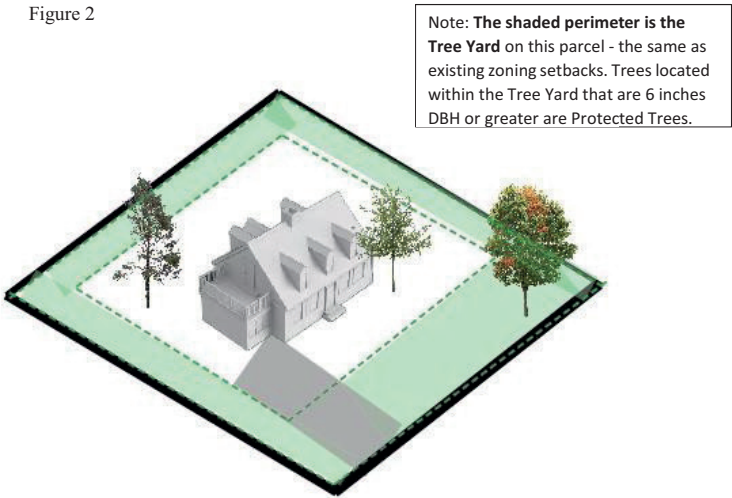
At least once a year the Town Accountant shall audit the receipts and expenses of the Tree Bylaw Revenue Account to ensure accuracy and propriety of its transactions.

The required dollar amount paid into the Tree Bylaw Revenue Accountant is determined by the written price

quotes/estimates from a garden center/nursery for the purchase of trees and as well a price quote/estimate from a qualified landscape professional for installation of the equivalent size of the Protected Tree(s) each stamped, dated and signed by a Certified Arborist;

TREE YARD: A defined area around the perimeter of a lot which is equal to the minimum setbacks front, side, and rear as defined in Town of Harwich Section 325 Attachment 2, Table 2, Area Regulations of the Harwich Zoning Bylaw.

Figure 2



TREE PERMIT: Formal permission granted to proceed with any building activity that affects a Protected Tree(s).

UNDERSTORY:

A layer of vegetation beneath the main canopy of a forest.

Removal or altering the understory vegetation within the CRZ is not permitted if the health of the protected tree is threatened.

§175-3 APPLICABILITY

All lots in the Town of Harwich are subject to the Tree Preservation Bylaw unless specifically exempted under **Section 3(A)** below and the project involves at least one building activities as defined in this chapter:

No person shall commence building activity on any lot without first obtaining a Tree Preservation Permit or a Certificate of Exemption from the Planning Department via the Town Planner or his/her designee.

Protected Trees removed within the past 12 months prior to an application for building activity are also subject to the requirements of the Tree Bylaw.

A. EXEMPTIONS

- (1) Properties that are pre-disturbed or previously developed may remove protected trees in the Tree Yard of their property without connection to a building activity. Applicability of this bylaw applies only to those Building Activities as defined.
- (2) Any lot or lots located within wetlands jurisdiction whereas any building activity that may impact protected trees will be subject to the review and approval of the Conservation Commission
- (3) Any building activity not within the definition of "building activity" (i.e., demolition of a shed that is less than 250 square feet).
- (4) If a Certificate of Exemption has been issued by the Planning Department, no Tree Preservation Permit shall be required. The granting of exemption shall be at the discretion of the Town Planner or his/her designee and shall be based on whether the building activity could potentially harm a Protected Tree. If the proposed building activity does not have the potential to harm a Protected Tree, the Town Planner or his/her designee shall issue a Certificate of Exemption.
- (5) Invasive species as defined in this Bylaw are not protected trees.
- (6) Dead, Diseased, or otherwise Hazardous Trees - If a Protected Tree is deemed to be imminently hazardous because it is dead, or infested with a disease or pest of a permanent nature or is an immediate danger to the public health, safety or welfare or shall cause an immediate disruption of public services, the tree may be removed without delay. An oral authorization from the Town Planner or his/her or designee to remove the tree shall be permitted and followed up with a written report. In the event that the emergency condition does not allow time to seek prior authorization then the emergency removal of the tree shall proceed with notification to the

Town Planner sent by email or U.S. mail within 24 hours of said removal.

- (7) Pruning: A tree permit is not required for pruning of Protected Trees. However, excessive pruning may constitute tree removal.

- (8) Any building activity conducted by the Town or on behalf of the Town of Harwich.

Waiver: During a period of a bona fide emergency declaration resultant of a significant weather event and/or natural disaster by local or other Act of God, state and/or federal authorities, requirements of this Bylaw shall be waived.

§175-4 IDENTIFYING PROTECTED TREES

Any tree with a Diameter at Breast Height (DBH) of 6" or greater and within the Tree Yard is considered to be a Protected Tree. Any Protected Trees located within the Tree Yard are to be adequately protected. Any Protected Trees located in the Tree Yard proposed for removal shall require adequate mitigation plantings and/or payment to the Harwich Tree Bylaw Revenue Account.

Protected Trees removed within the past 12 months prior to an application for any of the projects are also subject to the requirements of the Tree Bylaw.

§175-5 SUBMISSION REQUIREMENTS FOR A TREE PROTECTION AND MITIGATION PLAN

The applicant pays for a registered land surveyor to prepare a tree protection or mitigation plan. The applicant pays for the services of a certified arborist. An approved Tree Protection and Mitigation Plan is required before commencement of any applicable building activity. The Tree Protection and Mitigation Plan is intended to define the Tree Yard and the location(s) of Protected Trees within it and define how the method with which the property owner intends on mitigating for any Protected Trees that are proposed for removal. This Plan may be part of a landscape plan or a separate plan.

All submitted plans must be drawn to a uniform scale (preferably 1"= 10', 1"=20', or 1"=30') and shall be a minimum size of 11" x 17" (preferred) and a maximum size of 24" x 36", with 3/4" borders. Font sizes on plans should be no smaller than 1/8". All Tree Protection and Mitigation Plans shall be prepared, stamped, dated and signed by a Registered Land Surveyor. If a plan is submitted by a Registered Landscape Architect, the plan must also be stamped by a Registered Land Surveyor.

At a minimum, the Tree Protection and Mitigation Plan shall include the following elements:

- a) Boundaries of the subject property, including all property lines, easements, and right-of- way of public and private ways;
- b) The location of all existing buildings, driveways, retaining walls and other

- improvements, with an indication of those features to be retained or removed/demolished;
- c) The location of all planned buildings, driveways, retaining walls and other improvements;
- d) The location of the Tree Yard for projects located in the subject zoning district; and
- e) The location, height, DBH, and species of all existing Protected Trees and all Protected Trees that were removed within 12 months prior to application with an indication of those Protected Trees to be removed and those to be retained, if applicable.

§175-6 ADDITIONAL REQUIREMENTS TO BE SUBMITTED

A. If Protected Trees are intended to be preserved, protected, and retained, the following elements must be added to the Plan:

1. The Critical Root Zone and Drip line shall be shown for all Protected Trees to be retained.
(See Figure 1 above in definitions section).
2. Submitted plans shall specify the tree protection measures to be installed around the Critical Root Zone.
3. Prior to the commencement of construction, written documentation prepared, stamped, dated and signed by a Certified Arborist must be submitted to the Planning Department confirming the protection measures have been installed correctly and in accordance with any approved plans.
4. Projects that encroach within the CRZ require a maintenance plan which shall be submitted for such trees, prepared, stamped, dated and signed by a Certified Arborist; at a minimum, the maintenance plan shall identify the course of action that will be taken to maintain the tree in good health for a period of no less than 24 months from the date of Final Inspection or issuance of Certificate of Occupancy.
5. Grading, grubbing, changing the contour within the CRZ is not permitted if the health of the protected tree is threatened.
6. Removal or altering the understory vegetation within the CRZ is not permitted if the health of the protected tree is threatened.

B. If Protected Trees are intended to be removed and compensated for on-site by replanting new trees, the following additional elements must be added to the Plan:

1. The location, DBH, species, and planting schedule of trees to be replanted to mitigate the removal of a Protected Tree(s). New trees of one-half (0.5) inch DBH is needed to mitigate for each one-inch at breast height of Protected Trees proposed for removal. **Example:** The removal of a 20 inch DBH Protected Tree shall require 5, 2 inch DBH replacements.
2. Each new tree must have a minimum DBH of 2 inches.
3. Replanting must be complete prior to Final Inspection or the issuance of a Certificate of Occupancy.
4. Applicants have the ability to plant on land abutting the applicant's

land, with the express written approval of the abutting property owner.

5. Over story Tree species, if removed, must be replaced with an Overstory Tree species.
6. Invasive tree species as defined in this Bylaw shall not be replanted to mitigate the removal of a Protected Tree and no invasive species will be accepted as mitigation toward the removal of a Protected Tree.

C. If Protected Tree removal is permitted but replanting trees as defined above is not the preference of the property owner, then mitigation may be effected through contribution into the Town of Harwich Tree Bylaw Revenue Account as follows:

1. The Town Planner or his/her designee shall determine the amount of the contribution based upon the cost to purchase and install trees. An applicant who has been granted a Tree Permit may choose, in lieu of replanting onsite, to make a contribution to the Tree Bylaw Revenue Account in an amount equal to planting replacement tree(s). And deposit such amount in the Tree Bylaw Revenue Accountant.

To establish the required dollar amount the applicant shall provide to the Board written price quotes/estimates from

- a. a garden center/nursery or from whomever they purchase the trees, and
- b. as well as from a qualified landscape professional the price for installation and planting of the replacement trees.

each stamped, dated and signed by a Certified Arborist;

§175-7 COMBINATION OF OPTIONS

Any combination of Tree Retention, Tree Replanting or Tree Removal with contribution to the Tree Bylaw Revenue Account can be used. Tree mitigation for those trees removed must be clearly identified either on the submitted plan or in a written document accounting for each DBH of Protected Trees removed and the mitigation proposed. This is not required for tree retention of all trees in the Tree Yard.

§175-8 ADMINISTRATION OF BYLAW

The Town Planner or his/her designee shall administer, implement and enforce this Bylaw and any rules and regulations adopted thereunder. Any powers granted to or duties imposed upon the Town Planner may be delegated to its agents under the Board's direct supervision.

§175-9 AUTHORITY

This Bylaw is adopted under authority granted by the Home Rule Amendment of the Massachusetts Constitution and the Home Rule statutes.

§175-10 RULES AND REGULATIONS

The Planning Board may promulgate rules and regulations to effectuate the purposes of this Bylaw. Such rules may prescribe the size, form, contents, style and number of copies of plans for determining final compliance with these regulations. The adoption or amendment of rules and regulations shall be after a public hearing to receive comments on the proposed or amended rules and regulations. The public hearing shall be advertised once in a newspaper of general local circulation, at least 14 days prior to the date of the public hearing.

§175-11 NOTICE OF VIOLATION

Any person who violates any of the provisions of this Bylaw shall be notified by the Town Planner or his/her designee of the specific violation by certified mail, return receipt requested, or by hand delivery. The notice shall set forth the nature of the violation and the date by which the Protected Tree(s) is to be mitigated, by planting a replacement tree(s) or payment to the Tree Bylaw Revenue Account, for purposes of computing the “per diem” violation rule. Any notice of violation shall also be transmitted to the Harwich Building Commissioner.

§175-12 STOP WORK ORDER

Upon notice from the Town Planner or his/her designee that work on any lot on which a Protected Tree is located is being performed contrary to the provisions of this Bylaw, a written Stop Work Order shall be given to the owner or agent or the person performing work on the property by the Building Commissioner. The Stop Work Order shall state the conditions under which work will be permitted to resume. Upon receipt of the Stop Work Order all work on the subject property that might affect any Protected Trees must cease while a stop work order is pending.

A person, having been served with a stop work order, may be directed to perform work on the said Protected Tree property to remove a violation or unsafe condition.

§175-13 SUSPENSION OR REVOCATION

The Town Planner or his/her designee may suspend or revoke the applicant’s Tree Permit at any time if the permit holder has failed to comply with either the Bylaw or the conditions of the permit. Notice may be made via certified or registered mail, return receipt requested, or hand delivered. The notice must provide the applicant an opportunity to correct the non-compliance. This may include remediation or other requirements identified by the Town Planner or authorized monitoring agent, such as the Code Compliance Inspector. Once the project is returned to compliance or remediation completed, if practicable, the applicant may apply for a renewal of

the tree permit.

§175-14 IRREPARABLE DAMAGE

If the Town Planner or his/her designee determines that the applicant damaged a tree approved for Retention and Protection during construction to an extent that may significantly compromise its survival and future health, the Town Planner or his/her designee may require the applicant to provide mitigation per the terms of the Bylaw.

§175-15 NON-CRIMINAL FINES

If the Town Planner or authorized monitoring agent, such as the Code Compliance Inspector, identifies any issues of non-compliance, fines will accrue per the Bylaw if not corrected within 30 days. Each consecutive day the non-compliance continues is considered a separate offense.

§175-16 FINES AND PENALTIES

The following actions shall cause the Planning Department to issue a fine to the applicant:

- A. A Protected Tree has been removed without a Tree Permit: The fine shall be in addition to the required payment for the replacement of the tree(s).
- B. Failure to replace trees or make payment to the Tree Bylaw Revenue Account as required: Each failure to replace a tree or make a payment to the Tree Bylaw Revenue Account constitutes a separate violation of this Bylaw, subject to a fine. Each day such violation continues after the compliance date specified by the Planning Department in its notice of violation shall constitute a separate offense.
- C. Failure to comply with a condition of the Tree Permit: Each instance of failure to comply with a condition in the Tree Permit shall constitute a violation of this Bylaw which shall be subject to a fine. Each day such violation continues shall constitute a separate offense.
- D. Failure to comply with a condition in a Stop Work Order: Each instance of failure to comply with a condition in a Stop Work Order shall constitute a violation of this Bylaw which shall be subject to a fine. Each day such violation continues shall constitute a separate offense.
- E. Fines for the above violations
are as follows: First
offense = \$100 per day
Second Offense = \$200 per day
Third Offense = \$300 per day
- F. Fines assessed pursuant to this Section shall be enforced and collected in accordance with applicable provisions of law, including the provisions of G.L. c.40, §21D providing for noncriminal disposition of bylaw violations, as implemented by Article III, §1-3 of these Bylaws

§175-17 SEVERABILITY

The provisions of this Bylaw are severable. If any section, provision or portion of this Bylaw is determined to be invalid by a court of competent jurisdiction, then the remaining provisions of this Bylaw shall continue to be valid.

§175-18 CONFLICT OF LAWS

This Bylaw shall not apply to any public shade tree as that term is defined by the General Laws, Chapter 87, and to the extent that any provision hereof conflicts with said Chapter 87, such provision shall not be valid. Nothing herein is intended to conflict with existing special-permit procedures and to the extent than any provision hereof conflicts with said special-permit procedures, such provision shall not be valid.

§175-19 COMPLIANCE WITH ALL STATE AND LOCAL REGULATIONS

Complying with the terms of this Bylaw shall not relieve the owner of the subject property from complying with any other pertinent regulation, including but not limited to all state and local wetlands-protection regulations.

§175-20 ENFORCEMENT

The Town Planner or his/her designee is hereby authorized to enforce all provisions of the Harwich Preservation Tree Bylaw and may designate monitoring and enforcement agents to include but not be limited to the Code Compliance Officer, the Town Planner, the Conservation Agent, Building Inspector/Commissioner.

§175-21 APPEALS

Any person who has been aggrieved by refusal, order, or decision of the Town Planner or his/her designee, may appeal to the Planning Board within 20 days from the date of such refusal, order or decision.

By Petition (Lead Petitioner: Patrick Otton)

Explanation: This Article would establish a program intended to incentivize the protection of certain trees on lots within the Town of Harwich. It would require, prior to any building activities as defined in this Article, the submission of an application and plan to the Planning Department that identifies trees that qualify as "Protected Trees," within the lot perimeter setback area of the lot, defined as the "Tree Lot." This Article does not prohibit any property owner from removing any tree, protected or not, from their property, however if a protected tree is proposed for removal it will require either a payment into a Tree Bylaw Revenue Account or replacement of the protected tree with a suitable species in accordance with this Article. This would eliminate the ability for property owners to "clear-cut" their lot prior to a building activity. This Article does not restrict cutting or removal of trees outside of the "Tree Lot." Nor does this Article prevent an owner from cutting or removing trees if there is no building or construction activities. The Article is intended to encourage the preservation of existing trees for their environmental benefits and positive impact on the character of the community.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 0 (Zero): None

Nays: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Motion: (Patrick Otton, Lead Petitioner) I move that Article 10 be accepted and adopted as printed in the warrant.

Duly seconded

Linda Cebula, Chair, gave a report from the Bylaw/Charter Review Committee. The Committee confined their review of the article to an assessment of whether the requested changes conflicted with any language in the existing bylaws and did not identify any discrepancies. The Committee does not express support or non-support for citizens' petitions for bylaw changes.

Motion to Amend: (Leo Cakounes) I move the following amendment to page 23, section 175-3 "Applicability" under Paragraph A. Exemptions, there are a list of numbers 1-8, I would like to add a number 9, and the addition of that number 9 will be "(9) This bylaw and/or action herein shall not apply to any agricultural operation or property as described in Massachusetts General Law 128, Section 1a."

Duly seconded

Action on Motion to Amend: The amendment carried unanimously.

A motion was made and duly seconded to terminate debate, requiring a 3/4 majority to pass. The motion to terminate debate carried unanimously.

Action on Amended Main Motion: The motion did not carry.

FUND CAPE COD COMMUNITY MEDIA CENTER

ARTICLE 11:

To see if the Town vote to raise and appropriate or transfer from available fund or borrow such sums of money that may be required for the purpose of funding the public access station, Cape Cod Community Media Center, 17 Shad Hole Rd. Dennis Port, MA 02639. Providing the public access television to the citizens of Harwich; and to act fully thereon. By request of the Select Board. Estimated cost: \$158,273.

Explanation: This customary article is funded from the PEG Access and Cable Related Fund. The Town of Harwich receives funding from Comcast subscriber fees to fund and maintain Public, Education and Government television stations (PEG access). Under the current 10 year agreement with Comcast the Town will allocate funds directly to Cape Cod Community Media Center.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 11 be accepted and adopted as printed in the warrant, and that the sum of \$158,273 be transferred from the PEG Access and Cable Related Fund for this purpose.

Duly seconded

Action: The motion carried.

LEASE PURCHASE AGREEMENTS

ARTICLE 12: To see if the Town will vote to enter into various lease purchase financing agreements for town equipment included in the operating budget for FY 2025, said leases may be a term not to exceed the useful life of the equipment as determined by the Select Board; and to act fully thereon. By request of the Select Board. ***Requires a 2/3 majority vote.***

Explanation: Massachusetts General Law, c. 44, §21C requires a recommendation by the Town Administrator and a two-thirds majority vote of Town Meeting whenever there are items to be funded by lease agreements within the Operating Budget. The lease agreements funded by the operating budget relate to procurements for Fiscal Year 2025.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 12 be indefinitely postponed.

Duly seconded

Action: The article was indefinitely postponed.

PETITIONED ARTICLE – HOME RULE PETITION: PESTICIDES

ARTICLE 13: To see if the Town will vote to authorize and direct the Select Board to petition the Great and General Court of the Commonwealth of Massachusetts for special legislation, authorizing the Town to adopt a Pesticide Reduction Bylaw (the bylaw), the text of

which is set forth below, and to authorize the General Court, with the approval of the Select Board to make changes of form to the text thereto as may be necessary or advisable in order to accomplish the intent and public purpose of this legislation in order to secure passage: and vote to adopt the bylaw.

PESTICIDE REDUCTION BYLAW

§1. Purpose.

The purpose of this bylaw is to reduce toxic pesticide use in and on public and private property in the Town of Harwich in order to promote a healthy environment and to protect the public from the hazards of pesticides, and for implementation of sustainable land and building management practices on all public and private property.

§2. Findings.

- A. Scientific studies associate exposure to pesticides with asthma, cancer, developmental and learning disabilities, nerve and immune system damage, liver or kidney damage, reproductive impairment, birth defects, and disruption of the endocrine system.
- B. Infants, children, pregnant women, the elderly, and people with compromised immune systems and chemical sensitivities are especially vulnerable to pesticide effects and exposure.
- C. Pesticides are harmful to pets and wildlife, including threatened and endangered species, soil microbiology, plants, and natural ecosystems.
- D. Toxic runoff from chemical fertilizers and pesticides pollute streams, lakes, estuaries, and drinking water sources.
- E. The use of pesticides is not necessary to create and maintain green lawns and landscapes given the availability of viable alternatives practices and products.
- F. People have a right not to be involuntarily exposed to pesticides in the air, water or soil that inevitably result from chemical drift and contaminated runoff.
- G. Sustainable land and building management practices that emphasize non-chemical methods of pest prevention and management, and least-toxic pesticide use as a last resort, will eliminate the use of and exposure to pesticides while controlling pest populations.
- H. Sustainable land and building management practices complement other important goals of Harwich's maintenance and administration, such as energy conservation and security.
- I. Harwich embraces a precautionary approach to the use of pesticides in order to adequately protect people and the environment from the harmful effects of pesticides.
- J. Application of chemicals simply for aesthetic/cosmetic purposes has harmful consequences for our ecosystem, children and pets. Pollinators are directly harmed by applications particularly the indiscriminate (and long-term ineffective) spraying of pesticides.

§3. Authority.

This bylaw is adopted under authority granted by the Home Rule amendment to the Massachusetts Constitution and the provisions of any Special Legislation passed by the Legislature.

§4. Definitions.

For the purposes of this bylaw, the following definitions shall apply:

Allowed Materials List - The list of acceptable pesticides is limited to the following:

- 1) All non-synthetic (natural) materials, with the exception of prohibited non-synthetic materials under 7 CFR 205.602;
- 2) Any synthetic material listed at 7 CFR 205.601 that is labeled for turf uses, subject to discretionary authority to require disclosure of inert ingredients; and
- 3) 25b listed pesticides under the Federal Insecticide, Fungicide and Rodenticide Act (FIFRA).

Inert ingredient - Any substance (or group of substances with similar chemical structures if designated by the Environmental Protection Agency) (EPA) other than an active ingredient that is intentionally included in any pesticide product (40 CFR 152.3(m)) [7 CFR 205.2 Terms defined.], and are not classified by the EPA Administrator as inserts of toxicological concern. [7 U.S.C. 6502(21) Definitions]

Non-synthetic (natural) materials - A substance that is derived from mineral, plant, or animal matter and does not undergo a synthetic process as defined in section 6502(21) of the Organic Foods Production Act. For the purposes of this part, 'non-synthetic' is used as a synonym for natural as the term is used in the regulations. [7 CFR 205.2 Terms defined.]

Pesticide — Any substance or mixture of substances intended for: (i) preventing, destroying, repelling, or mitigating any pest; (ii) use as a plant regulator, defoliant, or desiccant; or (iii) use as a spray adjuvant such as a wetting agent or adhesive. The term 'pesticide' includes insecticides, herbicides, fungicides, and rodenticides, but does not include cleaning products other than those that contain pesticidal agents.

Synthetic materials - A substance that is formulated or manufactured by a chemical process or by a process that chemically changes a substance extracted from naturally occurring plant, animal, or mineral sources, except that such term shall not apply to substances created by naturally occurring biological processes. [7 U.S.C. 6502(21) Definitions]

§5. Prohibitions.

The application of any Pesticide that is not on the Allowed Material List is prohibited, except as permitted in this bylaw.

§6. Exceptions.

- A. The application of the following Pesticides is allowed:
1. Indoor pest sprays and insect baits (excluding rodent baits)
 2. Insect repellants for personal and household use
 3. Pet: Flea and tick sprays, powders, and pet collars
 4. Kitchen, laundry, and bath disinfectants and sanitizer
 5. Products labeled primarily to kill mold and mildew
 6. Usage for commercial farming and nurseries.

B. Pesticides for the treatment of invasive plants for ecological restoration (see Massachusetts Invasive Plant Advisory Group current lists of Invasive, Likely Invasive, and Potentially Invasive <https://www.massnrc.org/mipag/>) may be used upon the grant of a waiver by the Town Manager or authorized designee.

C. If an emergency public health situation warrants the use of Pesticides, which would otherwise not be permitted under this bylaw, the Town Manager or authorized designee shall have the authority to grant a temporary waiver on a case-by-case basis after an evaluation of all alternative methods and materials.

D.

§7. Enforcement.

The enforcement authority shall be the Town Manager, or any town officials as designated by the Select Board to oversee and enforce the provisions of this bylaw.

§8. Penalties.

Any person who violates any provision of this bylaw shall be punished by a fine of one hundred dollars (\$100.00) for the first offense and three hundred dollars (\$300.00) for each offense thereafter. Each day or portion thereof during which a violation continues shall constitute a separate offense and a violation of each provision of the bylaw shall constitute a separate offense. If the offender is a commercial applicator, the right to do business in Harwich may be revoked.

§9. Severability.

The provisions of this bylaw are hereby declared to be severable. If any provision, paragraph, sentence, or clause of this bylaw or the application thereof to any person, establishment, or circumstances shall be held invalid, such invalidity shall not affect the other provisions or application of this bylaw.

Provided, that this bylaw is subject to the Town obtaining special legislation from the Great and General Court of the Commonwealth of Massachusetts authorizing the Pesticide Reduction Bylaw as aforesaid; or to take any other action relative thereto.

By Petition (Lead Petitioner: Patrick Otton)

Explanation

This Home Rule petition asks the state legislature to allow the Town of Harwich to establish its own fertilizer regulations. Beacon Hill does not have the seashore, ponds, embayments and estuaries. *These are all* endangered by human sourced pollution of nitrogen and phosphorous from fertilizers. Harwich's 22 ponds and 11+ miles of coastline are the life and assets for all residents, property owners, visitors and businesses in Harwich. It is the reason we live here and they need to be protected and cared for.

SUMMARY

The article authorizes the Select Board to file special legislation authorizing the adoption of the proposed bylaw as the application of pesticides in Harwich is currently primarily regulated by state and federal law. This article also proposes the adoption of a bylaw that seeks to reduce toxic

pesticide use in and on public and private property in order to promote a healthy environment and to protect the public from the hazards of pesticide use. It does not prohibit businesses from selling products containing pesticides to anyone.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 0 (Zero): None

Nays: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Motion: (Robert MacCready, Finance Committee) I move that Article 13 be accepted and adopted as printed in the warrant.

Duly seconded

Motion to Amend: (Leo Cakounes) I move the following amendment to Section 6 on page 33 and 34 which currently reads “Exceptions”, change to read “Exemptions”, and also, Paragraph A, currently reads “The application of the following pesticides is allowed”, remove that statement completely and have it read, “Paragraph A. Use of pesticides are allowed under the following exemptions.” Also, in subsection #6, strike in its entirety and replace with the following, “This bylaw and/or action herein shall not apply to any agricultural operation or property as described in Massachusetts General Laws 128, Section 1a.”

Moderator Ford confirmed that the current language in subsection #6 read “Usage for commercial farming and nurseries” and that the intent of the motion to amend was to strike and replace that language.

Duly seconded

Action on Motion to Amend: The motion carried.

A motion was made and duly seconded to terminate debate, requiring a 3/4 majority to pass. A standing count was taken.

The following tellers were sworn in by the Moderator to record standing counts: Joan McCarty, Jonas Robinson, Allin Thompson, Jr., and Lynne Zalesak.

The standing count results on the motion to terminate debate were: Yes: 377, No: 15. The motion to terminate debate carried.

Action on Amended Main Motion: The motion did not carry.

PETITIONED ARTICLE – AUTHORIZE SPECIAL ACT TO ENABLE HARWICH
TO REGULATE THE APPLICATION OF FERTILIZERS

ARTICLE 14: To see if the Town will vote to authorize and ask the Select Board to petition the Great and General Court of the Commonwealth of Massachusetts for special legislation, the text of which is set forth below, prohibiting the application of fertilizer in the Town of Harwich except for the purposes of commercial agriculture and the residential use of organic fertilizer with low nitrogen and phosphorus for the use in growing fruits and vegetables that is allowable under the USDA National Organic Program organic standards (OMRI listed), and to authorize the General Court, with the approval of the Select Board, to make changes of form to the text thereto as may be necessary or advisable in order to accomplish the intent and public purpose of this legislation in order to secure passage, as follows:

An Act prohibiting the application of fertilizer used in the Town of Harwich except for the purposes of commercial agricultural and the residential use of organic fertilizer with low nitrogen and phosphorus for the use in growing fruits and vegetables that is allowable under the USDA National Organic Program organic standards (OMRJ listed).
Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same as follows:

Section 1. There is sound scientific evidence to conclude that nitrogen and phosphorus in fertilizers are contaminants that negatively affect fresh and salt waters when present in excessive amounts. These excessive amounts of nitrogen and phosphorus contribute to undesirable algae and aquatic plant growth within all Harwich water bodies. This undesirable algae and aquatic plant growth has an adverse effect on public health through the degradation of waters used for drinking water, shell fishing, and recreational swimming and boating.

Section 2. It is necessary to prohibit the application of fertilizer that contains phosphorus and nitrogen so as to improve the water quality of the Town of Harwich. The soils of Harwich are unique insofar as Harwich has significant amounts of coarse, sandy soils that are subject to rapid water infiltration, percolation and leaching of nutrients, and such unique local conditions require that Harwich prohibit the application of nitrogen and phosphorus added to soils through the application of fertilizers. This Act should help Harwich to achieve compliance with the Total Maximum Daily Loads (TMDL) prescribed by the Commonwealth of Massachusetts for nitrogen and phosphorus in its waters.

Section 3. Notwithstanding any General or Special law to the contrary, including but not limited to any General or Special law conferring exclusive authority upon the Department of Agriculture to regulate and control the application of fertilizers elsewhere in the Commonwealth, the application of fertilizer containing nitrogen or phosphorus, or any other pollutants in the Town of Harwich is prohibited, except for the purposes of commercial agricultural and the residential use of organic fertilizer with low nitrogen and phosphorus for the use in growing fruits and vegetables that is allowable under the USDA National Organic Program organic standards (OMRI listed).

Section 4. This act shall take effect upon passage.

Or to take any other action related thereto.
By Petition (Lead Petitioner: Patrick Otton)

Explanation: This Home Rule petition asks the state legislature to allow the Town of Harwich to establish its own fertilizer regulations. Beacon Hill does not have the seashore, ponds, embayments and estuaries. *These are all* endangered by human sourced pollution of nitrogen and phosphorous from fertilizers. Harwich's 22 ponds and 11+ miles of coastline are the life and assets for all residents, property owners, visitors and businesses in Harwich. It is the reason we live here and they need to be protected and cared for.

SUMMARY

Water is what brings people here and makes us want to stay in this special place of ours. Water is our most valuable environmental resource and our most valuable economic asset. It directly or indirectly affects every resident, property owner, visitor, and business in Harwich. Harwich has 22 ponds/lakes and H miles of coastline, water is our lifeblood and it is our responsibility to keep it healthy and protect what we love. Yes, please move forward to regulate fertilizers. Supporting the preparation of a Home Rule Petition an act addressing clean and healthy waters will protect Harwich's environment, wildlife, residents, visitors, pets, economy and property values before all is lost.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 0 (Zero): None

Nays: 3 (Three): Julie Kavanagh, Michael MacAskill, Jeffrey Handler

Abstained: 1 (One): Donald Howell

Motion: (Patrick Otton, Lead Petitioner) I move that Article 14 be accepted and adopted as printed in the warrant.

Duly seconded

A motion was made and duly seconded to terminate debate, requiring a 3/4 majority to pass. The motion to terminate debate carried unanimously.

Action: The motion did not carry.

PETITIONED ARTICLE - AFFIRM SUPPORT FOR A PUBLIC ACCESS OLYMPIC
SWIMMING POOL AND FACILITIES AT THE HARWICH COMMUNITY CENTER

ARTICLE 15:

To see if the Town will vote to adopt the following resolution:

WHEREAS, the Town of Harwich acknowledges the seasonal use of our ponds and seashore for recreational use; and,

WHEREAS, the Town of Harwich acknowledges that year-round swim lessons for our children, competitive swimming for our youth and recreational and fitness swimming for our adults would improve the health and well-being for all; and,
 WHEREAS, the Harwich Community Center originally built in 2000 has the rough plumbing facilities needed to operate a pool; and,
 WHEREAS, a pool and additional structure would need to be built as an additional wing to the Community Center. The last estimated cost in 2018, was \$18M; and,
 WHEREAS, also needed would be a new staff person position to operate the pool. The Recreation department would be responsible for lifeguards and safety; and,
 WHEREAS, all details of funding, costs, building, access, timing etc. would be addressed if positive interest is expressed; and,
 NOW THEREFORE BE IT RESOLVED, that the Harwich Town Meeting supports the concept of a public access Olympic swimming pool and attendant facilities at the Harwich Community Center, and that the concept be referred to the Select Board, Town Administrator and the Capital Outlay Committee for consideration of inclusion in the Town's Capital Plan and to act fully thereon.

By Petition (Lead Petitioner: Patrick Otton)

Summary: A public Olympic size swimming pool would be an asset for all Harwich residents. This is a nonbinding question - a first step. Similar to golf, other recreational facilities and our beaches, a pool would promote the health, happiness and well-being of all Harwich residents.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 0 (Zero): None

Nays: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Motion: (Patrick Otton, Lead Petitioner) I move that Article 15 be accepted and adopted as printed in the warrant, except that the word "Olympic" in the "Now therefore" clause be deleted.
 Duly seconded

Action: A standing count was taken: Yes: 134, No: 166. The motion did not carry.

ADOPT THE CAPITAL OUTLAY PLAN

ARTICLE 16: To see if the Town will vote pursuant to Section 9-6 of the Town Charter to adopt the five (5) year Capital Outlay Plan for FY 2025 through FY 2029 as proposed by the Select Board and set forth in Appendix C of this Warrant, and to act fully thereon.

By request of the Select Board. (APPENDIX C)

Explanation: The five-year Capital Outlay Plan is laid out in Appendix C. The projects listed under FY 2025 are funded as laid out in Articles 17, 18, 19 and 20. There are three projects that are not included in the Fiscal Year 2025 Capital Outlay Plan. They are;

- Facilities Maintenance – Brooks Academy Museum (\$1,160,000)
- Golf Department - Irrigation System Update (\$2,500,000)
- Public Works Department – Road Improvement Plan (\$1,500,000)

The Select Board intends on funding these three projects through a Fall 2024 Special Town Meeting if funds are available, most likely from Free Cash.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 3 (Three): Julie Kavanagh, Michael MacAskill, Jeffrey Handler

Nays: 1 (One): Donald Howell

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 16 be accepted and adopted with the following changes to the FY 2025 column as set forth in Appendix C of this warrant; under the FY 2025 column, add \$1,160,000 to the “Facility Maintenance 80 Parallel Street (Brooks Academy)” project, add \$2,500,000 to the “Golf Irrigation Update” project, and add \$1,500,000 to the “Public Works Road Maintenance/Improvements” project.

Duly seconded

Action: The motion carried.

CAPITAL OUTLAY PROJECTS FUNDED FROM VARIOUS SOURCES

ARTICLE 17: To see if the Town will vote to raise and appropriate, transfer from available funds or borrow a sufficient sum of money to fund the projects in the table below included in the Fiscal Year 2025 Capital Outlay Plan, and to act fully thereon.

By request of the Select Board. Estimated cost: \$437,863.

Project	Amount	Source
Harwich Channel Equipment Upgrades	47,863	Cable Fund
Herring River Ramp Replacement	40,000	Waterways Improvement Fund
Facilities Maintenance – Harbor Generator	200,000	Waterways Improvement Fund
Electronic Records/Content Management	150,000	Community Compact IT Grant
Total from Other Sources	\$437,863	

Explanation: The projects listed above are fully funded through the sources identified in the table. The town received the grant award for the Community Compact IT Grant through the Governor’s office in December 2023.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that this article be accepted and adopted as printed in the warrant, and that \$47,863 be transferred from the Cable PEG Fund, and \$240,000 be transferred from the Waterways Improvement Receipts Reserved Fund for this purpose.

Duly seconded

Action: The motion carried unanimously.

CAPITAL OUTLAY PROJECTS FUNDED FROM FREE CASH

ARTICLE 18: To see if the Town will vote to raise and appropriate, transfer from available funds or borrow a sufficient sum of money to fund the projects in the table below included in the FY 2025 Capital Outlay Plan, and to act fully thereon.

By request of the Select Board. Estimated cost: \$2,892,000.

Department	Project	Amount
Facilities Maintenance	Community Center (\$295,000) Public Safety Complex (\$52,000) 204 Sisson Road (\$650,000)	\$997,000
Fire Department	Ambulances (\$520,000) Vehicles (\$90,000)	\$610,000
Information Technology	Technology Reinvestment (\$250,000)	\$250,000
Police Department	Cruiser Replacements (\$219,000) Equipment Replacements (\$51,000)	\$270,000
Public Works	Vehicle Replacements	\$765,000
Total from Free Cash		\$2,892,000

Explanation: Free Cash was certified on February 26, 2024 in the amount of \$2,956,463 of which \$2,892,000 is recommended to fund this article.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that this article be accepted and adopted as printed in the warrant, and further that the sum of \$2,892,000 be transferred from Free Cash for this purpose.

Duly seconded

Motion to Amend: (Charles Conroy) I move that the main motion be amended by the following: \$650,000 be deleted from “204 Sisson Road Facilities Maintenance” request.

Duly seconded

Action on Motion to Amend: The motion did not carry.

Action on Main Motion: The motion carried.

CAPITAL OUTLAY PROJECTS FUNDED FROM WATER RETAINED EARNINGS AND BORROWING

ARTICLE 19: To see if the Town will vote to raise and appropriate, transfer from available funds or borrow a sufficient sum of money to fund the items in the table below included in the FY 2025 Capital Outlay Plan, and to act fully thereon.

By request of the Select Board and the Board of Water and Wastewater Commissioners.
Estimated cost: \$2,402,000

Vehicle replacements	270,000
Equipment replacements	232,000
Well Rehabilitation	150,000
Pleasant Lake Ave. Tank Painting	1,750,000
Total	2,402,000

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 19 be accepted and adopted as printed in the warrant, and that \$2,402,000 be appropriated for purposes of the article, and that to meet this appropriation, \$1,652,000 be transferred from Water Enterprise Fund Retained Earnings, and that the Town authorize the Treasurer with the approval of the Select Board to borrow \$750,000 and to issue bonds and notes for the Town therefor pursuant to General Laws Chapter 44, Sections 7 or 8, or any other enabling authority for the purpose of painting the Pleasant Lake Avenue Water Tank, including all costs incidental and related thereto.
Duly seconded

Action: The motion required a 2/3 vote to pass; the motion carried unanimously.

CAPITAL OUTLAY PROJECTS FUNDED FROM WASTEWATER RETAINED EARNINGS

ARTICLE 20: To see if the Town will vote to raise and appropriate, transfer from available funds or borrow a sufficient sum of money to fund the items in the table below included in the FY 2025 Capital Outlay Plan, and to act fully thereon.

By request of the Select Board and the Board of Water and Wastewater Commissioners. Estimated cost: \$75,000.

Collections System Improvements	75,000
Total	75,000

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 20 be accepted and adopted as printed in the warrant, and that \$75,000 be transferred from Wastewater Retained Earnings for this purpose.

Duly seconded

Action: The motion carried unanimously.

ACQUISITION OF A CONSERVATION RESTRICTION FOR 1039 ROUTE 28

ARTICLE 21: To see if the Town will vote to acquire, by gift, purchase, eminent domain, or otherwise, a perpetual conservation restriction upon a certain parcel of land, together with any improvements thereon, located at 1039 Route 28, Harwich, consisting of 9.6 acres, more or less, as shown on Assessor's Map 35, Parcel S2, for conservation and passive recreation purposes, to be held by the Conservation Commission under the provisions of M.G.L. c. 40, s. 8C,

as hereafter amended, and any other Massachusetts statutes relating to conservation, said acquisition contingent upon successful awarding to the Town of a Commonwealth of Massachusetts Municipal Vulnerability Preparedness (MVP) program reimbursement grant; and, further, to authorize the Town to accept the sum of \$2,000,000 from The Compact of Cape Cod Conservation Trust, Inc. and to expend the sum of \$2,000,000 to acquire said conservation restriction; and the Select Board and the Conservation Commission be authorized to file on behalf of the Town any and all applications for grants and/or reimbursements from the Commonwealth of Massachusetts under M.G.L. c. 132A, s. 11 and/or any others in any way connected with the scope of this Article, and the Select Board and the Conservation Commission be authorized to enter into all agreements and execute any and all instruments including the acceptance of the perpetual conservation restriction in accordance with M.G.L. c. 184, ss. 31-33 as may be necessary on behalf of the Town to effect said purchase; and to act fully thereon.

By request of the Select Board.

Explanation: The Harwich Conservation Trust and Town Administrator are working collaboratively to secure the Municipal Vulnerability Preparedness (MVP) grant as referenced in the article. The Town submitted an “Expression of Interest” (EOI) back in December 2023 and will have applied for the Fiscal Year 2025 before Town Meeting.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 21 be accepted and adopted as printed in the warrant.

Duly seconded

Action: The motion carried unanimously.

EXPENDITURE OF FUNDS FROM SALE OF 276 QUEEN ANNE ROAD

ARTICLE 22:

To see if the Town will vote to authorize the Select Board to acquire, by gift, purchase, eminent domain, or otherwise, a fee, or lesser interest, in a parcel or parcels of land within the Town of Harwich, and to authorize the Select Board to expend the sum of \$1,505,001.00 from the Sale of Land Sinking Fund pursuant to G.L. c. 44, §63 for these acquisitions, including all costs incidental and related thereto, said acquisitions determined by the Select Board to be in the best interests of the Town; and the Select Board be authorized to enter into all agreements and execute any and all instruments including, but not limited to, orders of taking, as may be necessary on behalf of the Town to accomplish the purpose of this article; and to act fully thereon.

By request of the Select Board.

Explanation: This article is recommended to be funded by the Sale of Land Sinking Fund (Sale of Land Receipts Reserved Account) with the proceeds derived from the recent sale of the surplus property at 276 Queen Anne Road.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 22 be accepted and adopted as printed in the warrant, and that \$1,505,001 be transferred from the Sale of Land Receipts Reserved Fund (Sale of Land Sinking Fund) for this purpose.

Action: The motion required a 2/3 vote to pass; the motion carried unanimously.

CORRECT ARTICLE 24 FROM THE 2023 ANNUAL TOWN MEETING

ARTICLE 23: To see if the Town will vote to amend the vote taken under Article 24 of the 2023 Annual Town Meeting by adding the following language to the end of the motion: “and further, to authorize the the Conservation Commission to acquire a conservation restriction pursuant to G.L. c. 40, section 8C, on two parcels of land located at 61 and 77 Bells Neck Road, Harwich as shown on Assessors Map 18, Parcels K2 and K6, for conservation and passive outdoor recreation purposes pursuant to G.L. c. 184, sections 31-33”, and to act fully thereon.

By request of the Select Board and the Community Preservation Committee.

Explanation: This article corrects Article 24 by including previously omitted language regarding the acquisition of a conservation restriction.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 23 be accepted and adopted as printed in the warrant.

Duly seconded

Action: The motion carried unanimously.

COMMUNITY PRESERVATION ACT –HOUSEKEEPING EXPENSES

ARTICLE 24: To see if the Town will vote to hear and act on the report of the Community Preservation Committee on the Fiscal Year 2025 Community Preservation Budget, and to reserve for future spending the following amounts from Community Preservation Act Fund FY 2025 Estimated Annual Revenue as recommended by the Community Preservation Committee, with each item considered a separate appropriation:

- A sum of money for the acquisition, creation, and preservation of the open space;
- A sum of money for the acquisition, preservation, restoration, and rehabilitation of historic resources;
- A sum of money for the acquisition, creation, preservation, and support of community housing;
- A sum of money for the administrative expenses of the Community Preservation Committee.

RESERVES AND ADMINISTRATIVE EXPENSES	FY 2025
Open Space Reserve	\$ 199,500.00 from FY2025 Estimated Annual Revenue
Historic Preservation Reserve	\$ 199,500.00 from FY2025 Estimated Annual Revenue
Community Housing Reserve	\$ 199,500.00 from FY 2025 Estimated Annual Revenue
Administrative Expenses	\$75,000 from FY2025 Estimated Annual Revenue

And to act fully thereon.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

David Nixon, Chair, Community Preservation Committee provided a report on the Community Preservation Act articles. The Community Preservation Committee recommended favorable action on all CPC articles, 24-36.

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 24 be accepted and adopted as printed in the warrant, and that \$199,500 be transferred from Community Preservation Fund FY 2025 Estimated Revenue to Open Space Reserve, that \$199,500 be transferred from Community Preservation Fund FY 2025 Estimated Revenue to Historic Preservation Reserve, that \$199,500 be transferred from Community Preservation Fund FY 2025 Estimated Revenue to Community Housing Reserve, and that \$75,000 be transferred from

Community Preservation Fund FY 2025 Estimated Revenue for the purpose of Administrative Expenses for the Community Preservation Fund.

Duly seconded

Action: The motion carried unanimously.

COMMUNITY PRESERVATION ACT – BEACH AUTOMATED EXTERNAL
DEFIBRILLATOR (AED) ACQUISITION

ARTICLE 25: To see if the Town will vote to appropriate \$39,000.00 from the Community Preservation Act Fund consisting of \$17,300.00 from the FY2025 Estimated Annual Revenue and \$21,700.00 from the Community Preservation Act Undesignated Fund Balance to fund the Beach Automated External Defibrillator Project Any funds left unspent from this Article are to be returned to the Community Preservation Act Fund –Undesignated Fund Balance, and to act fully thereon.

By request of the Community Preservation Committee.

Explanation: Funding supports the purchase of fifteen (15) AED units for all lifeguard stands at guarded town beaches. An AED is a useful tool in continued lifesaving in an emergency situation. The AED's could be used in the offseason for many other recreational programs and activities.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 25 be accepted and adopted as printed in the warrant, and that \$39,000 be appropriated for this purpose, and that \$17,300 be transferred from Community Preservation Fund FY 2025 Estimated Revenue, and \$21,700 be transferred from the Community Preservation Fund Undesignated Fund balance.

Duly seconded

Action: The motion carried unanimously.

COMMUNITY PRESERVATION ACT – COLD BROOK TRAILHEAD AND PUBLIC
ACCESS PROJECT

ARTICLE 26: To see if the Town will vote to appropriate \$250,000 from the Community Preservation Act Fund – FY2025 Estimated Annual Revenue to fund the Cold Brook Trailhead and Public Access Project at 203, 199 and 0 Bank Street, shown on Assessors Map 23, Parcels B3, B2 and B2-1, for the purposes of the rehabilitation and restoration of land for recreational use, and that the Town Administrator and the Select Board be authorized, as they deem appropriate, to enter into all agreements and execute any and all instruments as may be necessary on behalf of the Town of Harwich to effect said funding. Any funds left unspent from this Article are to be returned to the Community Preservation Act Fund – Undesignated Fund Balance; and to act fully thereon. By request of the Community Preservation Committee.

By request of the Community Preservation Committee.

Explanation: Funding to support available parking for the Robert F. Smith Cold Brook Preserve, the Harwich Fire Association (HFA) restored Firehouse and handicapped accessible spaces for the soon-to-be completed half-mile wheelchair accessible trail loop; as well as addressing stormwater run-off to protect water quality in the Cold Brook watershed, and support to align with water quality and habitat improvement goals associated with the ecological restoration project currently occurring within the Cold Brook Preserve.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 26 be accepted and adopted as printed in the warrant, and that \$250,000 be transferred from Community Preservation Fund FY 2025 Estimated Revenue for this purpose.

Duly seconded

Action: The motion carried unanimously.

COMMUNITY PRESERVATION ACT – HARWICH POLICE SOCCER CLUB STREET
SOCCER PITCH

ARTICLE 27: To see if the Town will vote to appropriate \$48,700.00 from Community Preservation Act Fund FY2025 Estimated Annual Revenue to fund the Mobile Soccer Pitch Project Any funds left unspent from this Article are to be returned to the Community Preservation Act Fund –Undesignated Fund Balance; and to act fully thereon.

By request of the Community Preservation Committee

Explanation: Funding to support the Harwich Police Soccer Club’s purchase of a portable Street Soccer Pitch (a portable field set-up) that can be used town-wide to provide the opportunity for all the local community to enjoy. Players develop better game skills while fostering social, emotional, physical and cognitive development.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 27 be accepted and adopted as printed in the warrant, and that \$48,700 be transferred from Community Preservation Fund FY 2025 Estimated Revenue for this purpose.

Duly seconded

Action: The motion carried unanimously.

COMMUNITY PRESERVATION ACT – AFFORDABLE HOUSING TRUST FUNDS

ARTICLE 28: To see if the Town will vote to appropriate \$500,000.00 from the Community Preservation Act Fund, consisting of \$199,500.00 from the FY2025 Community Housing Reserve Fund and \$300,500.00 from the FY2025 Estimated Annual Revenue to fund the Affordable Housing Trust; and to act fully thereon.

By request of the Community Preservation Committee.

Explanation: Fund the Harwich Affordable Housing Trust to allow for the analysis, promotion of public discussion, and creation of affordable housing units to meet critical housing needs.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 28 be accepted and adopted as printed in the warrant, and that \$500,000 be appropriated for this purpose, and that \$199,500 be transferred from the Community Preservation Fund Community Housing Reserve Fund, and that \$300,500 be transferred from Community Preservation Fund FY 2025 Estimated Revenue.

Duly seconded

Action: The motion carried unanimously.

COMMUNITY PRESERVATION ACT – LOWER CAPE HOUSING INSTITUTE

ARTICLE 29: To see if the Town will vote to appropriate \$7,500.00 from the Community Preservation Act Fund FY2025 Estimated Annual Revenue to fund the Lower Cape Housing Institute. Any funds left unspent from this Article are to be returned to the Community Preservation Act Fund –Undesignated Fund Balance, and to act fully thereon.

By request of the Community Preservation Committee.

Explanation: Funds to support the Community Development Partnership’s Lower Cape Housing Institute which provides education to local elected and appointed officials that help support Affordable Housing development in their town.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 29 be accepted and adopted as printed in the warrant, and that \$7,500 be transferred from Community Preservation Fund FY 2025 Estimated Revenue for this purpose.

Duly seconded

Action: The motion carried unanimously.

COMMUNITY PRESERVATION ACT – MONOMOY REGIONAL SCHOOL DISTRICT
PRESS BOX PROJECT

ARTICLE 30: To see if the Town will vote to appropriate \$100,000.00 from the Community Preservation Act Fund FY2025 Estimated Annual Revenue to fund the Monomoy Press Box Project; Any funds left unspent from this Article are to be returned to the Community Preservation Act Fund –Undesignated Fund Balance, or to act thereon.

By request of the Community Preservation Committee

Explanation: Partial funding to support the Monomoy All Sports Booster Club’s Press Box project at the stadium turf field (to be ADA compliant) which upon completion will become the property of the Monomoy Regional School District. This press box will provide a more interactive experience for young athletes, allowing for the capability to commentate and film activities on the field as well as enhancing other school and community group usage.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 30 be accepted and adopted as printed in the warrant, and that \$100,000 be transferred from Community Preservation Fund FY 2025 Estimated Revenue for this purpose.

Duly seconded

Action: The motion carried unanimously.

**COMMUNITY PRESERVATION ACT – NORTH WOODS AND WATER SUPPLY
PROTECTION PROJECT**

ARTICLE 31: To see if the Town will vote to appropriate \$100,000.00 from the Community Preservation Act Fund - Open Space Reserve Fund to fund the Northwoods Project for the acquisition of a Conservation Restriction on a parcel of land of approximately 7± acres as described on Assessors Map 89, Parcel G1, with an address of 0 Woodland, Harwich, for conservation and passive outdoor recreation purposes pursuant to G.L.c. 184, sections 31-33, said conservation restriction to be held by the Conservation Commission by authority of G.L.c. 40, section 8C, and that the Town Administrator and the Select Board and the Conservation Commission be authorized, as they deem appropriate, to enter into all agreements and execute any and all instruments including the acceptance and approval of the perpetual conservation restriction in accordance with M.G.L. Chapter 184 as required by Section 12(a) of Chapter 44B or Chapter 293 Section 10 of the Acts of 1998 as amended, as may be necessary on behalf of the Town of Harwich to effect said purchase. Any funds left unspent from this Article are to be returned to the Community Preservation Act Fund – Open Space Reserve Fund; and to act fully thereon.

By request of the Community Preservation Committee.

Explanation: Funding to support the purchase of a Conservation Restriction by the Town of Harwich to protect approximately seven (7) acres in North Harwich on the Brewster/Harwich line to protect water quality (located near Harwich water supply land) and protection of prime forest land, valuable wildlife corridor, and priority habitat of rare species.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 31 be accepted and adopted as printed in the warrant, and that \$100,000 be transferred from Community Preservation Fund FY 2025 Open Space Reserve for this purpose.

Duly seconded

Action: The motion carried unanimously.

COMMUNITY PRESERVATION ACT – 203 BANK STREET FIREHOUSE HOUSING

ARTICLE 32: To see if the Town will vote to appropriate \$400,000.00 from the Community Preservation Act Fund FY2025 Estimated Annual Revenue to fund the 203 Bank Street Community Housing Project at the Old Fire Station, and that the Town Administrator and the Select Board be authorized, as they deem appropriate, to enter into all agreements and execute any and all instruments including a CPA Grant Agreement, and the acceptance and approval of an affordable housing restriction in accordance with M.G.L. Chapter 184 as required by Section 12(a) of Chapter 44B; and to act fully thereon.

By request of the Community Preservation Committee.

Explanation: Provide funding to the Harwich Fire Association to support the rehabilitation of the second floor for the construction of three (3) one-bedroom affordable rate rental housing units.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 32 be accepted and adopted as printed in the warrant, and that \$400,000 be transferred from Community Preservation Fund FY 2025 Estimated Revenue for this purpose.

Duly seconded

Action: The motion carried unanimously.

COMMUNITY PRESERVATION ACT – RED RIVER VALLEY LAND AND WATER
PROTECTION PROJECT

ARTICLE 33: To see if the Town will vote to appropriate \$99,500 from the Community Preservation Act Fund - Open Space Reserve Fund and \$50,500 from FY25 Estimated Revenue for the acquisition of a Conservation Restriction in the amount of \$150,000 on a parcel of land of approximately 2.24+ acres as described on Assessors Map 35, parcel E-5, with an address of 0 Route 28, Harwich, for conservation, passive outdoor recreation purposes and water

supply protection purposes pursuant to G.L.c. 184, sections 31-33, said conservation restriction to be held by the Conservation Commission by authority of G.L.c. 40, section 8C, and that the Town Administrator, the Select Board and the Conservation Commission be authorized, as they deem appropriate, to enter into all agreements and execute any and all instruments including the acceptance and approval of the perpetual conservation restriction in accordance with M.G.L. Chapter 184 as required by Section 12(a) of Chapter 44B or Chapter 293 Section 10 of the Acts of 1998 as amended, as may be necessary on behalf of the Town of Harwich to effect said purchase. Any funds left unspent from this Article are to be returned to the Community Preservation Act Fund – Open Space Reserve Fund; and to act fully thereon.

By request of the Community Preservation Committee.

Explanation: Funding to support the purchase of a Conservation Restriction by the Town of Harwich to protect approximately 2.24 acres in South Harwich to provide water quality protection in the Red River watershed, protect water supply recharge for the Town of Harwich public water supply wells, protection of scenic views on Route 28, and protection of wildlife habitat.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 33 be accepted and adopted as printed in the warrant, and that \$150,000 be appropriated for this purpose, and that \$99,500 be transferred from the Community Preservation Fund Open Space Reserve Fund and that \$50,500 be transferred from Community Preservation Fund FY 2025 Estimated Revenue.

Duly seconded

Action: The motion carried unanimously.

COMMUNITY PRESERVATION ACT – SENIOR MEMORIAL SOFTBALL FIELD FENCING

ARTICLE 34: To see if the Town will vote to appropriate \$110,000.00 from Community Preservation Act Fund FY2025 Estimated Annual Revenue to fund the Senior Softball Field Fence Project. Any funds left unspent from this Article are to be returned to the Community Preservation Act Fund – Undesignated Fund Balance, and to act fully thereon.

By request of the Community Preservation Committee

Explanation: Funding supports the complete replacement of all fencing around the field including the backstop. The current fencing is at the end of its useful life and presents a safety risk. This field is located behind Whitehouse Field and next to Potter Softball Field and used on a constant basis throughout the spring and summer months.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 34 be accepted and adopted as printed in the warrant, and that \$110,000 be transferred from Community Preservation Fund FY 2025 Estimated Revenue for this purpose.

Duly seconded

Action: The motion carried.

**COMMUNITY PRESERVATION ACT – SOUTH HARWICH GRAVESTONE
CONSERVATION**

ARTICLE 35: To see if the Town will vote to appropriate \$23,000.00 from the Community Preservation Act Fund FY2025 Historic Preservation Reserve Fund to fund the South Harwich Cemetery Project; Any funds left unspent from this Article are to be returned to the Community Preservation Act Fund –Undesignated Fund Balance, and to act fully thereon.

By request of the Community Preservation Committee.

Explanation: Funding to support the repair and restoration of gravestones in the South Harwich cemetery located on the grounds of the South Harwich Meeting House.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 35 be accepted and adopted as printed in the warrant, and that \$23,000 be transferred from Community Preservation Fund FY 2025 Community Preservation Historic Reserve Fund for this purpose.

Duly seconded

Action: The motion carried unanimously.

COMMUNITY PRESERVATION ACT – VETERANS MEMORIAL COMPLEX ELECTRIC
IRRIGATION REPLACEMENT

ARTICLE 36: To see if the Town will vote to appropriate \$37,000.00 from Community Preservation Act Fund FY2025 Estimated Annual Revenue to fund the Veterans Field Irrigation/Electrical Project Any funds left unspent from this Article are to be returned to the Community Preservation Act Fund –Undesignated Fund Balance, and to act fully thereon.

By request of the Community Preservation Committee.

Explanation: Funding for the complete replacement of the electrical system that controls the irrigation for the multi-field complex. The field irrigation system will be rendered unusable without this improvement. This complex includes the Bassett Softball Field and the Crowell Baseball Field and the open recreational space between them. This complex has been used for over 15 years in Spring and Summer including usage by the Cranberry Festival, the annual Hooker's Ball, rugby and lacrosse tournaments, and AAU baseball.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 36 be accepted and adopted as printed in the warrant, and that \$37,000 be transferred from Community Preservation Fund FY 2025 Estimated Revenue for this purpose.

Duly seconded

Action: The motion carried unanimously.

A motion was made and seconded to adjourn the Annual Town Meeting until May 7, 2024 at 7 PM at the Harwich Community Center. The first night of Town Meeting adjourned at 10:28 PM.

May 7, 2024

The Moderator, Michael D. Ford, Esq., opened the adjourned Annual Town Meeting and called the meeting to order at 7:05 PM. The quorum of 150 was met, with a total of 176 registered voters in attendance.

REPURPOSE ARTICLE 31 OF THE 2013 ANNUAL TOWN MEETING

ARTICLE 37: To see if the Town will vote to transfer \$25,000 from the appropriation under Article 31 of the 2013 Annual Town Meeting for carpeting/flooring at the Brooks Free Library to supplement the funds appropriated under Article 12 of the 2019 Annual Town Meeting for the repair of the brick sidewalk at the Brooks Free Library including the replacement of two trees along Main Street with trees whose roots do not damage sidewalks, and to act fully thereon.

By request of the Select Board and the Board of Library Trustees.

Explanation: The Board of Library Trustees voted to recommend this action to help defray the costs anticipated in the completion of the sidewalk repair and tree removal. The Department of Public Works has indicated funds previously appropriated under Article 12 (Item #6 for \$90,000) at the 2019 Annual Town Meeting are insufficient to complete this project. It is expected that the amount in this article combined with the original funds will be sufficient.

The original purpose of Article 31 is no longer relevant as the Facilities Maintenance Department has evaluated the condition of the tile flooring in the bathrooms in Brooks Free Library and has determined that they are structurally sound.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 37 be accepted and adopted as printed in the warrant.

Duly seconded

Motion to Amend: (Patrick Otton) I move that the main motion be amended to read as follows: I move that the article be accepted and adopted as printed, except that the phrase “including the replacement of two trees along Main Street with trees whose roots do not damage sidewalks” be deleted.

Duly seconded

Action on Motion to Amend: The motion did not carry.

Action on Main Motion: The motion carried.

FUND FISCAL YEAR 2024 WASTEWATER DEBT

ARTICLE 38: To see if the Town will vote to transfer from Wastewater Retained Earnings \$858,742 for the FY 2024 Wastewater Enterprise Fund operating budget, and to act fully thereon.

By request of the Select Board. Estimated cost: \$858,742.

Explanation: This article is necessary in order to have sufficient funds available in the Wastewater Enterprise Fund operating budget to make a debt service payment on existing sewer bonds due before the end of Fiscal Year 2024. The funds are coming from Certified Retained Earnings of the Wastewater Enterprise Fund.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 38 be accepted and adopted, and that \$858,742 be transferred from the Wastewater Enterprise Fund Retained Earnings to the FY 2024 Wastewater Enterprise Fund operating budget for the purpose of debt payments.

Duly seconded

Action: The motion carried unanimously.

ANNUAL DEPARTMENTAL REVOLVING FUNDS AUTHORIZATION

ARTICLE 39: To see if the Town will vote to set spending limits for various revolving funds that have been authorized pursuant to Section 8.2 of the Town Code; and to act fully thereon. By request of the Town Administrator.

<i>Revolving Fund</i>	<i>FY 2025 Spending Limit</i>	<i>Disposition of FY24 Fund balance</i>
<i>Golf Pro Shop and Restaurant Lease Revenue</i>	<i>\$250,000</i>	<i>Available for expenditure</i>
<i>Golf Infrastructure fund</i>	<i>\$140,000</i>	<i>Available for expenditure</i>
<i>Council on Aging</i>	<i>\$125,000</i>	<i>Available for expenditure</i>
<i>Cemetery</i>	<i>\$100,000</i>	<i>Available for expenditure</i>
<i>Community Center</i>	<i>\$100,000</i>	<i>Available for expenditure</i>
<i>Recreation</i>	<i>\$175,000</i>	<i>Available for expenditure</i>
<i>Albro House</i>	<i>\$10,000</i>	<i>Available for expenditure</i>
<i>Wetlands</i>	<i>\$6,000</i>	<i>Available for expenditure</i>
<i>204 Sisson Road Municipal Building</i>	<i>\$300,000</i>	<i>Available for expenditure</i>
<i>Sidewalks</i>	<i>\$50,000</i>	<i>Available for expenditure</i>
<i>Tax Title Collection</i>	<i>\$36,000</i>	<i>Available for expenditure</i>

Explanation: This is a customary article required by state statute. The spending limits are the same as was voted for Fiscal Year 2024.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 3 (Three): Julie Kavanagh, Michael MacAskill, Jeffrey Handler

Nays: 1 (One): Donald Howell

Motion: (Julie Kavanagh, Chair – Select Board) I move that Article 39 be accepted and adopted as printed in the warrant.

Duly seconded

Action: The motion carried unanimously.

TRANSFER 172 QUEEN ANNE ROAD FOR DISPOSITION

ARTICLE 40:

To see if the Town will vote to transfer the care, custody and control of the parcel of land located at 172 Queen Anne Road, and any improvements thereon, containing 0.684 acres, more or less, being Assessor's Map 58, Parcel K1-3, from the board or commission having the care, custody and control thereof and for the purpose for which said property is currently held, to the Select Board for general municipal purposes and for the purpose of conveyance, and authorize the Select Board to convey said property, on such terms and conditions as the Select Board shall determine; and to authorize the Select Board to enter into all deeds and

agreements and take any and all actions as may be necessary or convenient to accomplish the foregoing purposes; and to act fully thereon.

By request of the Select Board.

Explanation: The Real Estate and Open Space Committee (REOS) has evaluated this parcel (and two others) and stated that all parcels are somewhat wooded, contain no wetlands, with lots of underbrush and trash. These are not in a Zone of contribution, have no natural resource value, and do not support any endangered species or habitats. Therefore, it is the conclusion of REOS that these three parcels, having no resource value, would be acceptable for disposition.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 40 be accepted and adopted as printed in the warrant.

Duly seconded

Action: The motion required a 2/3 vote to pass; the Moderator ruled the vote received the necessary 2/3 majority and passed.

TRANSFER 178 QUEEN ANNE ROAD FOR DISPOSITON

ARTICLE 41:

To see if the Town will vote to transfer the care, custody and control of the parcel of land located at 178 Queen Anne Road, and any improvements thereon, containing 0.792 acres, more or less, being Assessor's Map 58, Parcel K1-4, from the board or commission having the care, custody and control thereof and for the purpose for which said property is currently held, to the Select Board for general municipal purposes and for the purpose of conveyance, and authorize the Select Board to convey said property, on such terms and conditions as the Select Board shall determine; and to authorize the Select Board to enter into all deeds and agreements and take any and all actions as may be necessary or convenient to accomplish the foregoing purposes; and to act fully thereon.

By request of the Select Board.

Explanation: The Real Estate and Open Space Committee (REOS) has evaluated this parcel (and two others) and stated that all parcels are somewhat wooded, contain no wetlands, with lots of underbrush and trash. These are not in a Zone of contribution, have no natural resource value, and do not support any endangered species or habitats. Therefore, it is the conclusion of REOS that these three parcels, having no resource value, would be acceptable for disposition.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 41 be accepted and adopted as printed in the warrant.

Duly seconded

Action: The motion required a 2/3 vote to pass; the Moderator ruled the vote received the necessary 2/3 majority and passed.

TRANSFER 246 QUEEN ANNE ROAD FOR DISPOSITION

ARTICLE 42: To see if the Town will vote to transfer the care, custody and control of the parcel of land located at 246 Queen Anne Road, and any improvements thereon, containing 1.45 acres, more or less, being Assessor's Map 58, Parcel K6, from the board or commission having the care, custody and control thereof and for the purpose for which said property is currently held, to the Select Board for general municipal purposes and for the purpose of conveyance, and authorize the Select Board to convey said property, on such terms and conditions as the Select Board shall determine; and to authorize the Select Board to enter into all deeds and agreements and take any and all actions as may be necessary or convenient to accomplish the foregoing purposes; and to act fully thereon.

By request of the Select Board.

Explanation: The Real Estate and Open Space Committee (REOS) has evaluated this parcel (and two others) and stated that all parcels are somewhat wooded, contain no wetlands, with lots of underbrush and trash. These are not in a Zone of contribution, have no natural resource value, and do not support any endangered species or habitats. Therefore, it is the conclusion of REOS that these three parcels, having no resource value, would be acceptable for disposition.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

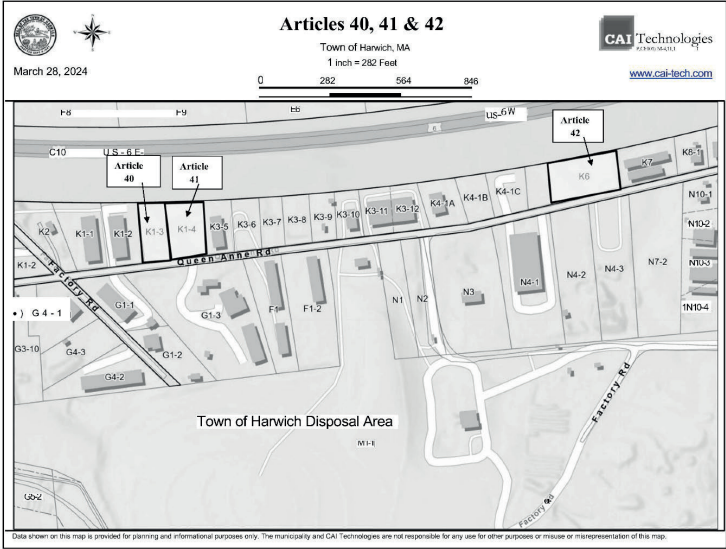
Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 42 be accepted and adopted as printed in the warrant.

Duly seconded

Action: The motion required a 2/3 vote to pass; the Moderator ruled the vote received the necessary 2/3 majority and passed.



AMEND CHAPTER 7 OF THE GENERAL BYLAWS

ARTICLE 43: To see if the Town will vote to amend the Town of Harwich General Bylaws (§7-10 Composition of appointed Town Agencies) of the Town Code, as set forth below, with strikethrough text to be deleted and bold, underlined text to be inserted:

§7-10 A.1

Pursuant to Chapter 7 of the Town Charter, the following appointed boards and committees shall be comprised as follows:

Board	Membership	Charter Reference
<u>1</u>	<u>Board of Health</u>	Five full members, <u>two alternates</u> § <u>7-4-1</u>

and to act fully thereon.

By request of the Select Board.

Explanation: This amendment to the General Bylaws will add two alternates to the Board of Health.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 43 be accepted and adopted as printed in the warrant.

Duly seconded

Linda Cebula, Chair, gave a report for the Bylaw/Charter Review Committee. The Committee reviewed Articles 43-46 which proposed modest changes to both the Town's bylaws and charter. The Committee confined their review to identifying possible discrepancies between the requested changes and the existing language in the bylaws and charter, and they did not identify any discrepancies. The Committee voted to support these four articles.

Action: The motion carried unanimously.

AMEND CHAPTER 271 OF THE GENERAL BYLAWS

ARTICLE 44: To see if the Town will vote to amend the Town of Harwich General Bylaws Chapter 271 of the Town Code, as set forth below, with strikethrough text to be deleted and bold, underlined text to be inserted:

§271-3

During the legislative session of Town Meeting the floor shall be occupied solely by registered voters, and it shall be the duty of the Moderator to clear the floor of all nonvoters. Nonvoters shall not address the Meeting without majority consent thereof; provided, however, that the Moderator ~~may~~ **shall** allow a nonresident department head to speak on any article the subject matter of which might affect that department or in response to questions from the floor.

§271-16

~~Votes of the Board of Selectmen and Finance Committee establishing recommendations regarding Town Meeting articles shall be made available upon the request of any registered voter at a Regular or Special Town Meeting. **Votes of the Select Board and Finance Committee establishing recommendations regarding Town Meeting articles shall be printed in the warrant with each individual's recorded vote.**~~

and to act fully thereon.

By request of the Select Board.

Explanation: The amendment to §271-3 will require that the Moderator allow nonresident department head to speak on any article which might affect that department or in response to questions from the floor.

The amendment to §271-6 will align the General Bylaw with the provisions of the Town Charter regarding recording of individuals votes of the Select Board and the Finance Committee in the warrant.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 44 be accepted and adopted as printed in the warrant.

Duly seconded

Action: The motion carried unanimously.

AMENDMENTS TO THE HARWICH CHARTER

ARTICLE 45: To see if the Town will vote pursuant to M.G.L. c.43B, §10 to amend the Town Charter, as set forth below, with strikethrough text to be deleted and bold, underlined text to be inserted:

1. Chapter 2 Town Meeting, Section 3 Procedures:

2-3-1 The annual election of town officers shall be called under clause 8-1-1 of chapter 8. ~~The annual town meeting for transaction of other town business shall be held the first Monday in May~~ **The annual town meeting shall meet regularly in the first week of May to consider and adopt annual operating and capital budgets, and to act on financial and other matters. The meeting shall be continued to other days, until all articles in the warrant have been acted upon.**

2. Chapter 3 Select Board, Section 1 The Select Board

3-1-2 Vacancies in the office of ~~selectmen~~ **select board** shall be filled by special election in accordance with general law.

3. Chapter 3 Select Board, Section 5 Specific powers, Duties, and Responsibilities

3-5-3 ~~The select board shall have the authority to designate from time to time 1 or more of its members to sign warrants for the payment of town funds in the absence of the town administrator as referenced in clause 4-6-1. This designation shall be by a majority of the board at a duly called and held public meeting. The vote shall take effect as soon as a written copy of it signed by a majority of the board is filed in the offices of the town clerk, town accountant and town treasurer~~ **The select board chair shall have the authority to designate from time to time one of more of its members to sign warrants for the payment of town funds in the absence of the town administrator as referenced in clause 4-6-1. The town treasurer shall be notified by the chair of this designation.**

4. Chapter 3 Select Board, Section 6 Powers of Appointment

3-6-1 Except as may otherwise be provided by General Laws, this charter, or the personnel bylaw, the select board shall have the power to appoint and remove: a) a town administrator as provided in chapter 4; b) a town counsel; c) a town accountant; d) a police chief; e) a fire chief; f) 3 assessors for overlapping 3-year terms; g) 3 members of a board of registrars of voters for overlapping 3-year terms; h) election officers; ~~and i) 1 or more constables,~~ **and j) human resources position.**

5. Chapter 3 Select Board, Section 7. Prohibitions

3-7-1 Except for the purpose of investigation authorized by this charter, the ~~board of selectmen~~ **Select Board** or its members shall deal with town officers and employees who are subject to the direction and supervision of the town administrator solely through the town administrator, and neither the board nor its members shall give orders to these officers or employees, either publicly

or privately. **The human resources position will report to both the town administrator and the select board.**

6. Chapter 4 Town Administrator, Responsibilities for Appointment

4-4-2 Except as may otherwise be provided by General Laws, this charter, the personnel bylaw, or collective bargaining, the town administrator shall have the authority to appoint, on the basis of merit and fitness alone, and remove: a) all full-time town employees; b) all part-time employees; c) all employees of appointed town agencies; d) 1 or more inspectors; and e) all other full-time, part-time or seasonal employees. Any such appointments or removals may be overturned only by the affirmative vote of at least 4 **members of the Select Board** ~~selectmen~~ taken within 14 days of the town administrator's action in initiating such appointment or removal.

7. Chapter 4 Town Administrator, Section 4 Responsibilities

4-4-3 ~~The town administrator shall appoint the harbor master and any assistant harbor masters.~~

8. Chapter 7 Appointed Town Agencies, Section 4, Board of Health

~~7-4-1~~—A board of health of up to five members **and two alternate members** shall be appointed by the Select Board in such numbers as outlined in chapter 7, Article III, Boards and Committees, of the Town's bylaws for 3-year overlapping terms. One member, at least, shall be a doctor of medicine, or a person with significant experience in public health.

9. Chapter 8 Election and Recall, Section 1 Town Elections

8-1-1 The regular election for all town officers who are chosen by ballot shall be held the third Tuesday in May. The warrant calling this election may include other ballot questions as determined by the **select board** ~~selectmen~~.

10. Chapter 9 Financial Provisions and Procedures, Section 2 Section 2 Submission of Budget and Budget Message

9-2-4 On or before the second Tuesday of February, the town administrator shall submit to the Select Board a comprehensive budget for all town functions for the ensuing fiscal year and shall submit to the **select board** ~~selectmen~~ a budget message.

11. Chapter 9 Financial Provisions and Procedures, Section 3 Action on the Proposed Budget

9-3-3 The finance committee shall conduct 1 or more public hearings on the proposed budget after it has been submitted to it by the **select board** ~~selectmen~~ and by March 31 of each year shall submit its written recommendations on the budget and on all articles to appear in the warrant. These written recommendations shall be made available for distribution to the public at least 10 days before the scheduled date of town meeting. To assist in its preparation of recommendations, the

committee may require the town administrator, the head of any division or department or any other town officer or member of a town agency to furnish it with appropriate data

and to act fully thereon. By request of the Select Board.

Explanation: This article proposes several amendments to the Town Charter, including correcting remaining references to Select Board, minor changes to Town Meeting and financial procedures, providing that the Human Resources Position (who will report to both the Town Administrator and the Select Board) and the Harbormaster will be appointed by the Select Board, adding two alternate members of the Board of Health, changing the reference from water department to water/wastewater department

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee): I move that Article 45 be accepted and adopted as printed in the warrant.

Duly seconded

Action: The motion required a 2/3 vote to pass; the motion carried unanimously.

PETITIONED ARTICLE - HOME RULE PETITION – ATTAINABLE HOUSING

ARTICLE 46: To see if the Town will vote to Special Legislation to Amend the Harwich Affordable Housing Trust Bylaw Chapter 140 to include Attainable Housing. Specifics text of the Article is contained on the attached sheet to this petition.

SPECIAL LEGISLATION TO AMEND HARWICH AFFORDABLE HOUSING TRUST FUND BYLAW CHAPTER 140 TO INCLUDE ATTAINABLE HOUSING

ARTICLE : To see if the Town will vote to authorize and instruct the Select Board to petition the Great and General Court for special legislation authorizing the Town to amend Chapter 140 Affordable Housing Trust as set forth below; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approves amendments to the bill before enactment by the General Court which are within the scope of the general public objectives of the petition, and to act fully thereon. By request of Ed McManus.
The petition for special legislation shall take the following form:

AN ACT AUTHORIZING THE TOWN OF HARWICH AFFORDABLE HOUSING TRUST TO PROVIDE FOR THE CREATION OF ATTAINABLE HOUSING

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

Section 1. Notwithstanding any general or special law to the contrary, the Harwich Affordable Housing Trust Chapter 140, shall be amended as follows:

Amend Section 140-2 to include an additional subsection C. as set forth below in bold:

The purpose of the Harwich Affordable Housing Trust Fund (Trust) is to provide for the creation and preservation of affordable housing in Harwich for the benefit of low- and moderate- income households, for the creation and preservation of attainable housing, as defined below in Section 140-4, and for the funding of community housing, as defined in and in accordance with the provisions of MGL Chapter 44 Section 55C.

Add the following new Section 140-4. Definition of Attainable Housing set forth below in bold: **SECTION 140-4. Definition of Attainable Housing.**For the purpose of this Bylaw, the term "attainable housing" shall mean housing that is not restricted to occupancy by low or moderate income households, and that may also include housing subject to maximum income limits to be occupied by households with gross income greater than 80 per cent but not more than 200 per cent of the area median household income as most recently determined by the United States Department of Housing and Urban Development, adjusted for household size.

Section 2. This act shall take effect upon its passage, provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Select Board approve amendments to the bill before enactment by the General Court; and provided further that the Select Board is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition: and to further authorize the Select Board to approve the final language of any such special legislation or to take any other action relative thereto.

EXPLANATION: The housing market on Cape Cod has now moved out of reach for many working people and families. Both private and public jobs are vacant because potential employees can't find housing. The trust is now limited to providing assistance to create housing only for people who are at or below 100% Area Medium Income. Passage of this Article would expand the Trust's toolbox to address our housing needs. It does not require any funding, but it would allow the Trust to work with private donors to help create this much needed housing.

By Petition (Lead Petitioner: Edward McManus)

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 46 be accepted and adopted as printed in the warrant.

Duly seconded

Action: The motion carried.

DEFRAY THE EXPENSES OF THE CHASE LIBRARY AND HARWICH PORT LIBRARY

ARTICLE 47: To see if the Town will vote to raise and appropriate and/or transfer from available funds a sum of money to help defray the expenses of the Chase Library and the Harwich Port Library; said funds to be expended under the direction of the Chase Library and Harwich Port Library Trustee, and to act fully thereon. By request of the Select Board. Estimated cost: \$20,000.

Explanation: This is a customary article wherein the Town of Harwich provides money in support of our two, private community libraries. These two longstanding institutions are a mainstay of our community to the visiting public in the summer months. The funds provide help ensure continuing operations as in years past.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 47 be accepted and adopted, and that \$20,000 be raised and appropriated for this purpose.

Duly seconded

Action: The motion carried unanimously.

PROMOTE THE TOWN OF HARWICH

ARTICLE 48: To see if the Town will vote to raise and appropriate and/or transfer from available funds a sufficient sum of money for the Harwich Chamber of Commerce to promote the Town and its businesses and cultural endeavors to advance economic development initiatives for and with the Town of Harwich. Said monies to be used to manage and fulfill year-round visitor/resident/business information services, to promote and market the Town, to generate and initiate materials and activities that encourage the establishment, growth and sustainability of businesses in Harwich, and to implement economic development objectives and activities in partnership with the Town; and to act fully thereon. By request of the Select Board. Estimated cost: \$50,000.

Explanation: This is a customary article that provides funding to the Harwich Chamber of Commerce in support of their efforts promoting the Town of Harwich.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 48 be accepted and adopted, and that \$50,000 be raised and appropriated for this purpose.

Duly seconded

Action: The motion carried.

ANNUAL ALLOCATION FOR LOCAL CULTURAL COUNCIL GRANTS

ARTICLE 49: To see if the Town will vote to raise and appropriate and/or transfer from available funds a sufficient sum of money to supplement the Massachusetts Cultural Council annual allocation for community grant awards to artists, performers, and interpretive scientists who bring events and programs to local venues which enhance the cultural experience of Harwich citizens of all ages; and to act fully thereon.

By request of the Select Board. Estimated cost: \$4,000.00

Explanation: This is a customary article that provides supplemental support for local culture council grants in addition to funds provided through the Massachusetts Cultural Council.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 49 be accepted and adopted, and that \$4,000 be raised and appropriated for this purpose.

Duly seconded

Motion to Amend: (Bob Wiser) I move that the main motion be amended to read: I move that Article 49 be accepted and adopted, and that \$10,000 be raised and appropriated for this purpose.

Duly seconded

Action on Motion to Amend: The motion did not carry.

Action on Main Motion: The motion carried unanimously.

At this time, Moderator Michael Ford, Esq., stepped down as Moderator for the discussion and vote on Article 50, as he was the sponsor of the article. Moderator Ford took a vote on the appointment of William Crowell as Assistant Moderator for Article 50. There was a unanimous vote in support of William Crowell serving as Assistant Moderator for this article.

FUND ELECTRONIC VOTING AT TOWN MEETINGS

ARTICLE 50: To see if the Town will vote to raise and appropriate or transfer from available funds a sufficient sum of money to provide for the option of electronic voting at Town Meetings, or take any other action related thereto.

By request of the Town Moderator.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair, Finance Committee) I move that the Town Meeting vote to direct the Town Moderator and the Town Clerk to investigate the feasibility of utilizing electronic voting at Town Meeting and present their findings, including any draft article, to the Select Board and the Finance Committee prior to the next Town Meeting.

Duly seconded

Action: The motion carried unanimously.

SUPPLEMENTAL APPROPRIATION FOR PHASE 3 WATERSHED MANAGEMENT PLAN CONSTRUCTION CONTRACTS

ARTICLE 51: To see if the Town will vote to amend the vote take under Article 19 of the 2023 Annual Town Meeting for the West Harwich Sewer Main Replacement Project to include supplementing the funds appropriated under Article 21 of the 2023 Annual Town Meeting for the East Harwich Wastewater Collection System Expansion Project; and to act fully thereon.

By request of the Select Board

Explanation: At the 2023 Annual Town Meeting, the Town vote to authorize a borrowing of \$6.5 Million for the West Harwich Sewer Main replacement project. Based on actual bids received, the current estimate for this project is \$1.5 Million. In addition, Town Meeting voted to authorize a borrowing of \$50,000,000 for the East Harwich Wastewater Collection System Expansion Project. Both borrowing authorizations were subject to a debt exclusion vote at the 2023 Annual Town Election. The current article seeks to amend the vote under Article 19 of the 2023 Annual Town Meeting to allow the expenditure of any funds not needed for the West Harwich Sewer Main replacement project for the East Harwich Wastewater Collection System Expansion Project.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 51 be accepted and adopted as printed in the warrant.

Duly seconded

Action: The motion required a 2/3 vote to pass; the motion carried unanimously.

FUND A SEWER ASSISTANCE GRANT PROGRAM

ARTICLE 52:

To see if the Town will vote to transfer from Retained Earning of the Sewer Enterprise Fund the sum of \$100,000 to implement a sewer assistance grant program that will provide financial assistance to income eligible individuals to connect their properties to the Town's sewer system and/or to decommission existing Title 5 septic systems; and further to authorized the Select Board, or its designee, to establish the grant program including eligibility criteria for participation in the program, the standards for providing assistance to individual homeowners, and the requirement for an appropriate grant agreement; and further that in making this appropriation Town Meeting make a finding that this grant program serves a valid public purpose of supporting the Town's implementation of the Comprehensive Wastewater Management Plan by facilitating compliance with the watershed regulations of the Massachusetts Department of Environmental Protection by reducing the introduction of nitrogen into the watershed caused by septic systems; or to act fully thereon

By request of the Select Board

Explanation: This appropriation will fund a grant program to provide financial assistance to income eligible homeowners to connect their properties to the Town's sewer system and to decommission their existing septic systems. The Select Board will develop the details of the program including income eligibility for participation.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 52 be accepted and adopted, and that \$100,000 be transferred from the Wastewater Enterprise Fund Reserved for Special Purpose Fund for this purpose.

Duly seconded

Action: The motion carried unanimously.

HERRING FISHERIES

ARTICLE 53: To see what action the Town will take in regard to the Herring Fisheries; and to act fully thereon. By request of the Select Board. Estimated cost: \$0.

Explanation: This is a customary article that has appeared in the Town Meeting for several years if not decades.

ROLL CALL VOTES:

Select Board:

To accept and adopt:

Yeas: 4 (Four): Julie Kavanagh, Michael MacAskill, Jeffrey Handler, Donald Howell

Nays: 0 (Zero): None

Motion: (Peter Hughes, Chair – Finance Committee) I move that Article 53 be accepted and adopted as printed in the warrant.

Duly seconded

Action: The motion carried unanimously.

Adjournment

A motion was made and seconded to adjourn the 2024 Annual Town Meeting. The meeting was adjourned at 8:34 PM.

Respectfully submitted,
Emily Mitchell, Town Clerk

Appendix A

Annual Town Election Warrant

**COMMONWEALTH OF MASSACHUSETTS
TOWN OF HARWICH
TOWN ELECTION WARRANT
MAY 21, 2024**

BARNSTABLE, ss:

To either of the Constables of the Town of Harwich in said County,

Greetings:

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in elections and Town affairs to meet in the Community Center Gymnasium, 100 Oak Street, in said Town on Tuesday, May 21, 2024.

POLLS WILL BE OPEN AT 7:00 A.M. and CLOSE AT 8:00 P.M.

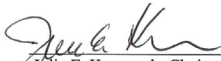
To choose on one (1) ballot the following Town Officers and Committees: One (1) member of the Select Board for a three year term; One (1) Moderator for a three year term; One (1) member of the Monomoy Regional School Committee for a three year term; Three (3) Trustees of the Brooks Free Library for a three year term; Two (2) Water/Wastewater Commissioners for a three year term; One (1) member of the Housing Authority for a five year term.


BALLOT QUESTION


1. Shall the Town of Harwich be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay the Town's allocable share of the bond issued by the Monomoy Regional School District to pay costs of renovating and reconstructing the exterior siding of the Monomoy Regional Middle School, including the payment of all costs incidental and related thereto?


YES _____ NO _____

Given under our hands this 1st day of April, 2024.
(month)


Julie E. Kavanagh, Chair


Michael D. MacAskill, Vice Chair


Jeffrey F. Handler, Clerk


Donald F. Howell

Select Board
Town of Harwich

Attest:


Emily Mitchell, Town Clerk

Posted by: _____, 2024.
Constable

Appendix B

Fiscal Year 2025 Operating Budget Select Board Recommendations

**FY 2025 OPERATING BUDGET
SELECT BOARD RECOMMENDATIONS**

DEPT #	DEPT NAME	2023 VOTED	2024 VOTED	2025 Select Board Recommend	% Change 2024 to 2025
1	114 MODERATOR S&W	1,000	1,000	1,000	0.0%
2	114 Total	1,000	1,000	1,000	0.0%
3	122 SELECTMEN S&W	762,500	12,500	12,500	0.0%
4	122 SELECTMEN - EXP	8,750	8,750	8,750	0.0%
5	122 Total	771,250	21,250	21,250	0.0%
6	131 FINANCE COMMITTEE S&W	3,000	3,000	3,000	0.0%
7	131 FINANCE COMMITTEE - EXP	2,000	2,000	2,000	0.0%
8	131 FINANCE COMMITTEE RESERVE FUND	50,000	50,000	50,000	0.0%
9	131 Total	55,000	55,000	55,000	0.0%
10	135 TOWN ACCOUNTANT - SAL	284,406	282,824	293,694	3.8%
11	135 TOWN ACCOUNTANT - EXP	8,139	9,844	10,344	5.1%
12	135 Total	292,545	292,668	304,038	3.9%
13	136 AUDIT - EXP	45,000	49,000	49,000	0.0%
14	136 Total	45,000	49,000	49,000	0.0%
15	141 ASSESSORS - S&W	206,844	234,344	211,742	-9.6%
16	141 ASSESSORS - EXP	140,450	147,080	162,102	10.2%
17	141 Total	347,294	381,424	373,844	-2.0%
18	143 TOWN COLLECTIONS - S&W	15,000	14,000	14,000	0.0%
19	143 TOWN COLLECTIONS - EXP	6,140	9,190	9,190	0.0%
20	143 Total	21,140	23,190	23,190	0.0%
21	144 POSTAGE	50,000	50,000	50,000	0.0%
22	144 Total	50,000	50,000	50,000	0.0%
23	145 TREASURER - S&W	296,268	307,839	284,321	-7.6%
24	145 TREASURER - EXP	92,353	93,173	85,653	-8.1%
25	145 Total	388,621	401,012	369,974	-7.7%
26	148 Medicare	260,000	260,000	260,000	0.0%
27	148 Vacation/Sick- Payout (Buy Back)	184,355	246,358	226,924	-7.9%
28	148 Total	444,355	506,358	486,924	-3.8%
29	149 ADMINISTRATION - S&W	543,821	421,593	584,980	38.8%
30	149 ADMINISTRATION - EXP	133,000	163,000	169,000	3.7%
31	149 ADMIN -PRESCHOOL FAMILY SUPPORT PROGRAM			250,000	0.0%
32	149 Total	676,821	584,593	1,003,980	71.7%
33	152 LEGAL SERVICES - EXP	185,000	185,000	185,000	0.0%
34	152 CLAIMS & SUITS	500	500	500	0.0%
35	152 Total	185,500	185,500	185,500	0.0%
36	155 INFORMATION TECHNOLOGY - S&W	91,940	94,758	101,503	7.1%
37	155 INFORMATION TECHNOLOGY - EXP	439,500	474,247	449,001	-5.3%
38	155 Total	531,440	569,005	550,504	-3.3%
39	156 IT CHANNEL 18 S&W	153,629	169,054	174,964	3.5%
40	156 IT CHANNEL 18 EXPENSES	37,240	48,400	52,000	7.4%
41	156 Total	190,869	217,454	226,964	4.4%
42	157 CONSTABLE S & W	700	700	700	0.0%
43	157 Total	700	700	700	0.0%
44	161 TOWN CLERK - S&W	238,499	249,927	295,813	18.4%

**FY 2025 OPERATING BUDGET
SELECT BOARD RECOMMENDATIONS**

45	161 TOWN CLERK - EXP	61,304	60,360	74,500	23.4%
46	161 Total	299,803	310,287	370,313	19.3%
47	171 CONSERVATION - S&W	160,786	197,658	214,177	8.4%
48	171 CONSERVATION - EXP	6,686	11,532	12,282	6.5%
49	171 Total	167,472	209,190	226,459	8.3%
50	173 HOUSING ADVOCATE - S&W	0	76,096	78,595	3.3%
51	173 HOUSING ADVOCATE - EXP	0	2,500	2,500	0.0%
52	173 Total	0	78,596	81,095	3.2%
53	174 TOWN PLANNER - S&W	153,036	174,015	177,921	2.2%
54	174 TOWN PLANNER - EXP	5,601	6,581	6,581	0.0%
55	174 Total	158,637	180,596	184,502	2.2%
56	176 BOARD OF APPEALS - S&W	2,050	2,050	2,050	0.0%
57	176 BOARD OF APPEALS - EXP	800	4,256	4,256	0.0%
58	176 Total	2,850	6,306	6,306	0.0%
59	180 ALBRO HOUSE - EXP	5,000	5,000	5,250	5.0%
60	180 Total	5,000	5,000	5,250	5.0%
61	181 OLD RECR BUILDING - EXP	6,500	6,500	6,925	6.5%
62	181 Total	6,500	6,500	6,925	6.5%
63	182 WEST HARWICH SCHOOL - EXP	1,600	0	0	0.0%
64	182 Total	1,600	0	0	0.0%
65	183 COMMUNITY DEVELOPMENT - EXP	5,898	5,898	5,898	0.0%
66	183 Total	5,898	5,898	5,898	0.0%
67	191 PUBLIC BUILDINGS REPAIRS	2,000	2,000	2,000	0.0%
68	191 Total	2,000	2,000	2,000	0.0%
69	192 TOWN/FIN COM REPORTS	10,000	10,000	10,000	0.0%
70	192 Total	10,000	10,000	10,000	0.0%
71	194 ADVERTISING	30,000	30,000	30,000	0.0%
72	194 Total	30,000	30,000	30,000	0.0%
73	210 POLICE - S&W	4,310,121	4,536,616	4,696,659	3.5%
74	210 POLICE - EXP	528,237	604,555	613,275	1.4%
75	210 Total	4,838,358	5,141,171	5,309,933	3.3%
76	220 FIRE - S&W	4,397,138	5,002,934	5,485,115	9.6%
77	220 FIRE - EXP	597,499	800,714	784,529	-2.0%
78	220 Total	4,994,637	5,803,648	6,269,644	8.0%
79	241 BUILDING - S&W	455,517	596,356	658,882	10.5%
80	241 BUILDING - EXP	14,885	17,085	19,536	14.3%
81	241 Total	470,402	613,441	678,418	10.6%
82	244 SEALER OF WEIGHTS & MEASURES	13,000	13,725	14,500	5.6%
83	244 Total	13,000	13,725	14,500	5.6%
84	291 EMERGENCY MANAGEMENT - S&W	5,408	5,515	5,833	5.8%
85	291 EMERGENCY MANAGEMENT - EXP	8,500	8,500	8,500	0.0%
86	291 Total	13,908	14,015	14,333	2.3%
87	296 NATURAL RESOURCES S&W	116,307	124,320	101,607	-18.3%
88	296 NATURAL RESOURCES - EXP	27,100	27,100	27,500	1.5%
89	296 Total	143,407	151,420	129,107	-14.7%
90	297 PLEASANT BAY ALLIANCE	25,232	25,232	31,077	23.2%
91	297 Total	25,232	25,232	31,077	23.2%

**FY 2025 OPERATING BUDGET
SELECT BOARD RECOMMENDATIONS**

92	411 TOWN ENGINEER - S&W	101,589	176,277	183,471	4.1%
93	411 TOWN ENGINEER - EXP	39,350	40,850	40,850	0.0%
94	411 Total	140,939	217,127	224,321	3.3%
95	421 HIGHWAY - S&W	2,778,807	3,067,180	3,136,327	2.3%
96	421 HIGHWAY - EXP	3,355,968	3,881,470	3,930,193	1.3%
97	421 Total	6,134,775	6,948,650	7,066,520	1.7%
98	423 SNOW/ICE - S&W	40,000	40,000	40,000	0.0%
99	423 SNOW/ICE - EXP	95,000	95,000	95,000	0.0%
100	423 Total	135,000	135,000	135,000	0.0%
101	424 STREET LIGHTS	30,000	30,000	30,000	0.0%
102	424 Total	30,000	30,000	30,000	0.0%
103	491 CEMETERY ADMINISTRATION - S&W	71,434	80,162	83,483	4.1%
104	491 CEMETERY ADMINISTRATION - EXP	5,108	5,108	5,771	13.0%
105	491 Total	76,542	85,270	89,254	4.7%
106	510 BOARD OF HEALTH - S&W	269,893	284,597	296,199	4.1%
107	510 BOARD OF HEALTH - EXP	18,425	18,425	19,025	3.3%
108	510 BOARD OF HEALTH-OPIOID ABATEMENT	0	102,328	0	-100.0%
109	510 Total	288,318	405,350	315,224	-22.2%
110	540 COMMUNITY CENTER - S&W	203,327	261,935	278,337	6.3%
111	540 COMMUNITY CENTER - EXP	120,682	158,152	207,648	31.3%
112	540 Total	324,009	420,087	485,985	15.7%
113	541 COUNCIL ON AGING - S&W	448,127	465,118	480,298	3.3%
114	541 COUNCIL ON AGING - EXP	112,773	118,045	124,281	5.3%
115	541 Total	560,900	583,163	604,579	3.7%
116	542 YOUTH COUNSELOR S&W	98,154	105,148	84,796	-19.4%
117	542 YOUTH COUNSELOR EXPENS	4,250	4,430	4,630	4.5%
118	542 Total	102,404	109,578	89,426	-18.4%
119	543 VETERANS EXPENSE/BENEFITS	145,018	145,805	152,327	4.5%
120	543 Total	145,018	145,805	152,327	4.5%
121	550 DISABILTY RIGHTS - EXP	500	500	500	0.0%
122	550 Total	500	500	500	0.0%
123	560 HUMAN SERVICES	83,250	83,250	83,250	0.0%
124	560 Total	83,250	83,250	83,250	0.0%
125	610 LIBRARY - S&W	755,032	819,809	853,139	4.1%
126	610 LIBRARY - EXP	280,183	300,400	319,258	6.3%
127	610 Total	1,035,215	1,120,209	1,172,397	4.7%
128	629 RECREATION SEASONAL S&W	219,179	298,919	298,919	0.0%
129	629 RECREATION & YOUTH S&W	264,600	279,271	296,816	6.3%
130	629 RECREATION & YOUTH EXP	48,075	59,225	71,349	20.5%
131	629 Total	531,854	637,415	667,084	4.7%
132	633 HARBORMASTER - S&W	360,621	386,952	401,850	3.9%
133	633 HARBORMASTER - EXP	250,879	324,470	567,534	74.9%
134	633 Total	611,500	711,422	969,384	36.3%
135	670 HISTORICAL COMMISSION - S&W	2,040	2,040	2,040	0.0%
136	670 HISTORICAL COMMISSION - EXP	350	350	350	0.0%
137	670 BROOKS ACADEMY MUSEUM COMM. - EX	14,000	14,000	14,000	0.0%
138	670 Total	16,390	16,390	16,390	0.0%

**FY 2025 OPERATING BUDGET
SELECT BOARD RECOMMENDATIONS**

139	692 CELEBRATIONS - EXP	1,600	1,600	1,600	0.0%
140	692 Total	1,600	1,600	1,600	0.0%
141	695 GOLF S&W	1,002,424	1,070,470	1,077,018	0.6%
142	695 GOLF - EXP	656,114	702,122	714,103	1.7%
143	695 GOLF -CAPITAL OUTLAY	68,000	73,000	73,000	0.0%
144	695 Total	1,726,538	1,845,592	1,864,121	1.0%
145	698 CULTURAL AFFAIRS - S&W	0	80,385	86,503	7.6%
146	698 CULTURAL AFFAIRS - EXP	0	2,500	2,500	0.0%
147	698 Total	0	82,885	89,003	7.4%
148	699 GOLF IMA MRSD	83,538	84,418	84,418	0.0%
149	699 ELECTRICITY - CVEC	77,644	77,644	85,408	10.0%
150	699 Total	161,182	162,062	169,826	4.8%
151	Total Departmental Budgets	27,283,173	29,672,809	31,303,818	5.5%
152	778 TOTAL DEBT SERVICE (Prin & Int)	3,082,196	2,541,802	3,534,589	39.1%
153	778 Total	3,082,196	2,541,802	3,534,589	39.1%
154	SEMI FIXED & FIXED COSTS				
155	Barnstable County Retirement Assessment		3,474,024.00	3,812,752	9.8%
156	Group Health Insurance		5,362,192.00	5,791,167	8.0%
157	OPEB Trust Fund Transfer		250,000.00	250,000	0.0%
158	Property & Liability Insurance		976,060.00	1,019,983	4.5%
159	Unemployment Insurance		20,000.00	20,000	0.0%
160	Total Semi-Fixed & Fixed Costs		10,082,276.00	10,893,902	8.1%
161	TOTAL TOWN BUDGET (full cost of Article 4)		42,296,886.82	45,732,309	8.1%

Appendix C

Five Year Capital Outlay Plan FY 2025 to 2029

**Five Year Capital Outlay Plan
FY 2025 to 2029**

Department	Project	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	Five Year Total
Channel 8 (The Harwich Ch.)	Equipment upgrades	47,863	24,896	45,000	16,500	46,672	180,931
	Channel 18 (The Harwich Channel)	47,863	24,896	45,000	16,500	46,672	180,931
Facilities Maintenance	100 Oak Street (Community Center)	295,000	0	653,000	0	0	948,000
Facilities Maintenance	183 Oak Street (Cranberry Valley Golf Course)	0	85,000	0	0	0	85,000
Facilities Maintenance	183 Sisson Road (Public Safety Complex)	52,000	0	0	135,000	0	187,000
Facilities Maintenance	204 Sisson Road (old Middle School)	650,000	265,000	0	0	0	915,000
Facilities Maintenance	209 Queen Anne Rd (DPW Complex)	0	0	9,177,000	0	0	9,177,000
Facilities Maintenance	273 Queen Anne Rd (Transfer Station)	0	0	0	545,000	0	545,000
Facilities Maintenance	728 Main Street (Albro House)	0	0	0	0	100,000	100,000
Facilities Maintenance	732 Main Street (Town Hall)	0	0	0	275,000	350,000	625,000
Facilities Maintenance	739 Main Street (Brooks Free Library)	0	0	40,000	740,000	0	780,000
Facilities Maintenance	80 Parallel St (Brooks Academy)	0	0	0	0	0	0
Facilities Maintenance	715 Route 28 (Harbor complex)	200,000	0	0	0	0	200,000
	Facilities Maintenance	1,197,000	350,000	9,870,000	1,695,000	450,000	13,562,000
Fire Department	Ambulances	520,000	0	550,000	0	625,000	1,695,000
Fire Department	Engines/Other Fire Equipped Vehicles	0	1,300,000	0	0	0	1,300,000
Fire Department	Vehicles	90,000	0	75,000	0	0	165,000
	Fire Department	610,000	1,300,000	625,000	0	625,000	3,160,000
Golf	Irrigation Update	0	0	0	0	0	0
Golf	Bunker renovation	0	0	0	0	900,000	900,000
	Golf	0	0	0	0	900,000	900,000
Harbormaster	Allen Harbor Jetty	0	0	2,350,000	0	0	2,350,000
Harbormaster	Herring River Ramp replacement	40,000	0	300,000	0	0	340,000
Harbormaster	Saquatucket Bulkhead replacements	0	650,000	0	9,915,000	0	10,565,000
Harbormaster	Vehicle replacement	0	65,000	0	0	0	65,000
	Harbors	40,000	715,000	2,650,000	9,915,000	0	13,320,000
Harwich Elementary School	Maintenance	120,000	0	65,000	54,000	1,115,000	1,354,000
	Harwich Elementary School	120,000	0	65,000	54,000	1,115,000	1,354,000
Information Technology	Technology reinvestment	250,000	250,000	250,000	250,000	0	1,000,000
Information Technology	Electronic Records/Content Management	150,000	100,000	100,000	100,000	100,000	550,000
	Information Technology	400,000	350,000	350,000	350,000	100,000	1,550,000
Police Department	Police Cruiser replacements	219,000	210,000	210,000	220,000	225,000	1,084,000
Police Department	Other vehicles/related equipment	0	0	0	0	0	0
Police Department	Equipment replacements	51,000	51,000	0	0	73,000	175,000
Police Department	Protective vests	0	0	0	0	70,000	70,000
	Police Department	270,000	261,000	210,000	220,000	368,000	1,329,000
Public Works	Road maintenance/improvements	0	1,750,000	1,500,000	1,500,000	1,600,000	6,350,000
Public Works	Vehicle replacements	765,000	680,000	715,000	765,000	700,000	3,625,000
	Public Works	765,000	2,430,000	2,215,000	2,265,000	2,300,000	9,975,000
Water Department	Vehicle replacements	270,000	0	0	0	0	270,000
Water Department	Equipment replacements	232,000	0	0	0	0	232,000
Water Department	Well rehabilitation	150,000	0	0	0	0	150,000
Water Department	New well construction	0	0	3,500,000	0	0	3,500,000
Water Department	196 Chatham Road improvements	0	0	0	1,500,000	0	1,500,000
Water Department	Paint Pleasant Lake Ave. tank	1,750,000	0	0	0	0	1,750,000
Water Department	Pipe discontinuity upgrade	0	1,500,000	0	0	0	1,500,000
	Water Department	2,402,000	1,500,000	3,500,000	1,500,000	0	8,902,000
Watershed (WMP)	Phase 4 Collection System design	0	0	0	0	0	0
	Watershed (WMP)	0	0	0	0	0	0
Wastewater Department	Collections System Improvements	75,000	0	0	0	0	75,000
Wastewater Department	Vehicle Replacements	0	65,000	0	0	0	65,000
	Wastewater Department	75,000	65,000	0	0	0	140,000
ANNUAL TOTALS 5,926,863			6,995,896	19,530,000	16,015,500	5,904,672	54,372,931

Funding Article	Funding Source	Amount
Article 5	Monomoy Regional School District Assessment	120,000
Article 17	Other Sources	457,863
Article 18	Free Cash	2,892,000
Article 19	Water Retained Earnings	1,652,000
	Borrowing	750,000
Article 20	Wastewater Retained Earnings	75,000
TOTAL FUNDING		5,926,863

**COMMONWEALTH OF MASSACHUSETTS
TOWN OF HARWICH
TOWN ELECTION WARRANT
MAY 21, 2024**

BARNSTABLE, ss:

To either of the Constables of the Town of Harwich in said County,

Greetings:

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in elections and Town affairs to meet in the Community Center Gymnasium, 100 Oak Street, in said Town on Tuesday, May 21, 2024.

POLLS WILL BE OPEN AT 7:00 A.M. and CLOSE AT 8:00 P.M.

To choose on one (1) ballot the following Town Officers and Committees: One (1) member of the Select Board for a three year term; One (1) Moderator for a three year term; One (1) member of the Monomoy Regional School Committee for a three year term; Three (3) Trustees of the Brooks Free Library for a three year term; Two (2) Water/Wastewater Commissioners for a three year term; One (1) member of the Housing Authority for a five year term.

BALLOT QUESTION

1. Shall the Town of Harwich be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay the Town's allocable share of the bond issued by the Monomoy Regional School District to pay costs of renovating and reconstructing the exterior siding of the Monomoy Regional Middle School, including the payment of all costs incidental and related thereto?

YES _____ NO _____

Given under our hands this 1st day of April, 2024.

s/ Julie E. Kavanagh, Chair
s/ Michael D. MacAskill, Vice Chair
s/ Jeffrey F. Handler, Clerk
s/ Donald F. Howell

Select Board
Town of Harwich

Attest: s/ Emily Mitchell, Town Clerk

Posted by: s/ David Robinson, Constable, April 4, 2024

DATE: April 4, 2024

By virtue of this Warrant I have this day notified and warned the inhabitants of the Town of Harwich, qualified to vote in elections and town affairs, to meet at the Community Center, 100 Oak Street in said Town on Tuesday, the 21st day of May, 2024, at the time and place for the purpose herein named by posting up attested copies thereon in the four (4) Post Office buildings, in the Town Hall, and in the Community Center in the Town of Harwich, which covers all four precincts, at least fourteen (14) days before the time of said meeting as within directed, and causing an attested copy thereof to be published in the Cape Cod Chronicle published in Barnstable County and having its circulation in the Town of Harwich.

s/ David Robinson, Constable

The following individuals reported to the Harwich Community Center on Election Day, May 21, 2024, to serve as election workers. All election workers were duly sworn in by Town Clerk Emily Mitchell prior to beginning their official duties.

Election Workers: Joyce Bearse, Alice Bonatt, JoAnne Clancy, Jeanine Comeau, Ursula Corbett, Martha Curran, Elaine Dickinson, Sarah Fitzpatrick, Carol Genatossio, Leslie Joseph, Christina Joyce, Ann Kaplan, Susan Kosoff, Christy Laidlaw, Antigone London, Susan Mills, Kathleen Muller, Dean Panko, Sandra Robinson, Maria Rudden, Kathleen Schreck, Robert Spencer, Judy Sullivan, Donna Tavano, Kathleen Teahan, LuAnne Tribastone, and Steven Tribastone.

Board of Registrars: Shirley Knowles, Mary Ann Pina, Deborah Sementa

Town Clerk's Office Staff: Emily Mitchell, Jennifer Clarke, Marissa El Sehrawey

The polls opened at 7:00 AM. Voters were directed to their voting precincts within the Community Center gymnasium. At 8:00 PM, with no voters in sight or waiting in line, Town Clerk Emily Mitchell declared the polls closed. The Town Clerk announced unofficial results at approximately 9:15 PM. A total of voters participated, including 32 absentee voters, out of a total 11,759 registered voters.

Annual Town Election – May 21, 2024
Official Results

	Precinct 1 Total	Precinct 2 Total	Precinct 3 Total	Precinct 4 Total	Total All Precincts
Select Board Vote for ONE					
Peter J. Piekarski, Candidate for Re-election	217	207	134	132	690
Write Ins	6	4	1	0	11
Blanks	35	28	23	25	111
Total	258	239	158	157	812
Moderator Vote for ONE					
Michael D. Ford, Candidate for Re-election	229	219	135	143	726
Write Ins	1	1	0	0	2
Blanks	28	19	23	14	84
Total	258	239	158	157	812
Monomoy Regional School Committee Vote for ONE					
Bre A. Rose	124	121	79	94	418
Ann Marie Varella	117	109	68	54	348
Write Ins	0	0	1	2	3
Blanks	17	9	10	7	43
Total	258	239	158	157	812
Brooks Free Library Board of Trustees Vote for not more than THREE					
Joan A. McCarty, Candidate for Re-election	178	154	104	114	550
Jeannie S. Wheeler, Candidate for Re-election	186	170	107	99	562
Lynn Slangan Budell	86	81	41	44	252
Patricia Larkin Murray	160	139	95	92	486
Write Ins	0	0	0	1	1

Blanks	164	173	127	121	585
Total	774	717	474	471	2436
Water/Wastewater Commission Vote for not more than TWO					
Noreen A. Donahue, Candidate for Re-election	191	191	131	133	646
Richard "Val" Peter (Declared Write In)	1	15	2	5	23
Robert "Bob" Young (Declared Write In)	68	32	9	22	131
All Other Write Ins	4	2	0	1	7
Blanks	252	238	174	153	817
Total	516	478	316	314	1624
Housing Authority Vote for ONE					
Arthur F. Bodin, Candidate for Re-election	200	194	120	120	634
Write Ins	2	2	0	0	4
Blanks	56	43	38	37	174
Total	258	239	158	157	812
Question 1 (Monomoy Regional Middle School Siding Renovation/Reconstruction)					
Yes	168	170	101	106	545
No	78	63	55	41	237
Blanks	12	6	2	10	30
Total	258	239	158	157	812

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Total Registered Voters	3,264	2,881	2,818	2,796	11,759
Total Voter Turnout	258	239	158	157	812
Total Turnout Percentage	7.90%	8.30%	5.61%	5.62%	6.91%

Included within the total turnout numbers reported above are the following Absentee ballots:

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Absentee Ballot Applications	19	12	10	6	47
Absentee Ballots Cast	15	7	6	4	32

The Absentee ballots were distributed to their precincts before the close of polls. They were processed through the precinct voting tabulators and counted with the ballots cast at the precincts.

Attest: s/ Emily Mitchell, Town Clerk

COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH
WARRANT FOR PRESIDENTIAL PREFERENCE PRIMARIES
MARCH 5, 2024

SS.

To either of the Constables of the Town of Harwich,

GREETINGS:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said Town who are qualified to vote in elections and Town affairs to vote in the Community Center Gymnasium, 100 Oak Street, in said Town on **TUESDAY, MARCH 5, 2024**, for the following purpose:

POLLS WILL BE OPEN AT 7:00 A.M. AND CLOSE AT 8:00 P.M.

To cast their votes in the Presidential Primaries for the candidates of political parties for the following offices:

PRESIDENTIAL PREFERENCE	FOR THIS COMMONWEALTH
STATE COMMITTEE MAN	CAPE AND ISLANDS DISTRICT
STATE COMMITTEE WOMAN	CAPE AND ISLANDS DISTRICT
TOWN COMMITTEE	HARWICH

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 12th day of February, 2024.

s/ Julie E. Kavanagh, Chair
s/ Jeffrey F. Handler, Clerk
s/ Donald F. Howell

Select Board
Town of Harwich

Attest: s/ Emily Mitchell, Town Clerk

Posted by: s/ Leo Cakounes, Constable, February 15, 2024

Warrant must be posted by **February 27, 2024**, (at least *seven days prior* to the **March 5, 2024**,
Presidential Preference Primary).

DATE: February 15, 2024

By virtue of this Warrant I have this day notified and warned the inhabitants of the Town of Harwich, qualified to vote in elections and town affairs, to meet at the Community Center, 100 Oak Street in said Town on Tuesday, the 5th day of March, 2024, at the time and place for the purpose herein named by posting up attested copies thereon in the four (4) Post Office buildings, in the Town Hall, and in the Community Center in the Town of Harwich, which covers all four precincts, at least fourteen (14) days before the time of said meeting as within directed, and causing an attested copy thereof to be published in the Cape Cod Chronicle published in Barnstable County and having its circulation in the Town of Harwich.

s/ Leo Cakounes, Constable

Voters had the option to cast their ballot early by mail, early in person, or in person on Election Day.

The following election workers assisted with early voting, including preparing mailed ballot kits sent to voters, receiving and processing mailed ballots returned by voters, and staffing in person early voting: Joyce Bearse, Alice Bonatt, Karen Boujoukos, Susan Carpenter, JoAnne Clancy, Jeanine Comeau, Martha Curran, Julie DeLuca, Madeleine Devery, Elaine Dickinson, Suzanne Driscoll, Thomas Hollingsworth, Leslie Joseph, Christina Joyce, Ann Kaplan, Christy Laidlaw, Antigone London, Patricia Nock, Susan Mills, Dean Panko, Sandy Robinson, Maria Rudden, Marilyn Schlansky, Paul Schlansky, Kathleen Schreck, Kathleen Teahan, LuAnne Tribastone, and Steven Tribastone. All election workers were duly sworn in by Town Clerk Emily Mitchell prior to beginning their official duties.

The following individuals reported to the Harwich Community Center on Election Day, March 5, 2024, to serve as election workers. All election workers were duly sworn in by Town Clerk Emily Mitchell prior to beginning their official duties.

Election Workers: Joyce Bearse, Charles Callahan, Joan Callahan, Susan Carpenter, JoAnne Clancy, Jeanine Comeau, Ursula Corbett, Martha Curran, Julie DeLuca, Madeleine Devery, Elaine Dickinson, Sarah Fitzpatrick, Thomas Hollingsworth, Christina Joyce, Ann Kaplan, Susan Kosoff, Antigone London, Christy Laidlaw, Susan Mills, Dean Panko, Maria Rudden, Sandra Robinson, Marilyn Schlansky, Paul Schlansky, Kathleen Schreck, Robert Spencer, Virginia Stark, Judy Sullivan, Donna Tavano, Kathleen Teahan, LuAnne Tribastone, and Steven Tribastone.

Board of Registrars: Shirley Knowles, Mary Ann Pina, Deborah Sementa

Town Clerk's Office Staff: Emily Mitchell, Jennifer Clarke, Marissa El Sehrawey

The polls opened at 7:00 AM. Voters were directed to their voting precincts within the Community Center gymnasium. At 8:00 PM, with no voters in sight or waiting in line, Town Clerk Emily Mitchell declared the polls closed. The Town Clerk announced unofficial results at approximately 10:30 PM. A total of 4,252 voters participated, including 1,960 voters voting early in person or by mail, 51 voters casting an Absentee ballot, and 2,241 voters voting on Election Day, out of a total 11,701 registered voters. Of all voters who participated in this election, 2,129 cast a Democrat ballot, 2,096 cast a Republican ballot, and 27 cast a Libertarian ballot.

Presidential Primary Election – March 5, 2024
Democratic Party – Official Results

	Precinct 1 Total	Precinct 2 Total	Precinct 3 Total	Precinct 4 Total	TOTAL All Precincts
PRESIDENTIAL PREFERENCE					
Dean Phillips	20	15	22	16	73
Joseph R. Biden	552	514	448	363	1,877
Marianne Williamson	13	9	10	7	39
No Preference	32	23	25	21	101
Write Ins	5	4	4	6	19
Blanks	7	2	5	6	20
Total	629	567	514	419	2,129
STATE COMMITTEE MAN					
Jeremy Comeau	266	258	261	205	990
Owen G. Fletcher	213	194	157	138	702
Write Ins	-	-	1	-	1
Blanks	150	115	95	76	436
Total	629	567	514	419	2,129
STATE COMMITTEE WOMAN					
Robin Louise Hubbard	464	429	399	327	1,619
Write Ins	-	1	-	-	1
Blanks	165	137	115	92	509
Total	629	567	514	419	2,129
TOWN COMMITTEE					
Raymond C. Gottwald	404	381	348	297	1,430
Maria Rita A. Rudden	398	377	343	290	1,408
Michael Scott Rudden	380	372	336	281	1,369
Judith A. Underwood	427	386	353	297	1,463
James T. Walpole	389	369	341	284	1,383
Christina A. Joyce	415	378	353	294	1,440

Patricia A. O'Connell	406	374	353	292	1,425
Elizabeth L. Suttell	400	370	342	283	1,395
Beverly A. Johnson	414	371	347	295	1,427
Dana A. DeCosta	419	394	361	304	1,478
Debra L. DeCosta	422	393	364	303	1,482
Marvin Dee Parker	374	362	336	281	1,353
Amanda Frederica Wayne	390	364	341	284	1,379
Edward James McManus	427	404	366	311	1,508
Elaine Frances Dickinson	395	377	348	289	1,409
Elizabeth R. Harder	398	382	354	298	1,432
Mark Louis Ameres	379	369	339	288	1,375
Kathleen M. Teahan	410	383	348	289	1,430
Donna Idman Tavano	423	399	366	303	1,491
Judith A. Ford	435	393	360	295	1,483
Nancy McMahon Sweeney	390	369	345	294	1,398
Mary A. Brooks	397	368	344	289	1,398
Robert Edward Brooks	384	366	334	284	1,368
Janet S. Cymbala	393	372	342	285	1,392
Shirley M. Knowles	413	383	358	294	1,448
Rosanne Shapiro	399	379	350	290	1,418
Jacqueline A. Etsten	393	377	346	287	1,403
Shannon W. McManus	414	393	359	311	1,477
Robert J. Fontaine	378	365	342	283	1,368
Anita N. Doucette	458	420	379	316	1,573
Write Ins	11	1	5	2	19
Blanks	9,880	8,454	7,487	5,872	31,693
Total	22,015	19,845	17,990	14,665	74,515

Presidential Primary Election – March 5, 2024
Republican Party – Official Results

	Precinct 1 Total	Precinct 2 Total	Precinct 3 Total	Precinct 4 Total	TOTAL All Precincts
PRESIDENTIAL PREFERENCE					
Chris Christie	10	5	11	6	32
Ryan Binkley	-	1	1	-	2
Vivek Ramaswamy	3	2	1	1	7
Asa Hutchinson	3	-	-	-	3
Donald J. Trump	333	303	287	262	1,185
Ron DeSantis	3	-	2	2	7
Nikki Haley	263	209	200	153	825
No Preference	8	5	7	2	22
Write Ins	3	1	3	-	7
Blanks	1	3	1	1	6
Total	627	529	513	427	2,096
STATE COMMITTEE MAN					
Michael Arnold	217	185	143	143	688
William L. Crocker, Jr.	299	269	270	220	1,058
Write Ins	2	2	3	1	8
Blanks	109	73	97	63	342
Total	627	529	513	427	2,096
STATE COMMITTEE WOMAN					
Judith Anessa Crocker	282	245	255	200	982
Daralyn Andrea Heywood	230	205	157	163	755
Write Ins	2	1	-	1	4
Blanks	113	78	101	63	355
Total	627	529	513	427	2,096
TOWN COMMITTEE					
Peter Stephen Hughes (Write In)	10	8	3	5	26
Linda L. Hughes (Write In)	8	4	3	1	16

Jeremy A. Gingras (Write In)	8	4	3	1	16
Jennifer Lynn Gingras (Write In)	8	4	3	1	16
Patricia Teresa Switchenko (Write In)	11	6	3	1	21
Kevin F. Prufer (Write In)	8	4	3	1	16
Gayle E. Carroll (Write In)	8	4	3	1	16
Eric G. Carroll (Write In)	10	5	3	1	19
Deborah P. Waugh (Write In)	9	4	3	1	17
David Keith Eldredge (Write In)	8	4	3	2	17
Judith M. Sullivan (Write In)	8	4	3	1	16
Luanne Tribastone (Write In)	8	4	5	1	18
Steven Tribastone (Write In)	8	4	4	1	17
Joan McCann-Hartigan (Write In)	8	4	3	1	16
Robert T. Braman (Write In)	8	4	3	1	16
Sally M. Urbano (Write In)	8	4	3	1	16
Louis Urbano (Write In)	8	4	3	1	16
Peter M. Switchenko (Write In)	9	5	3	1	18
Maryann E. Pina (Write In)	10	5	3	1	19
Michele Ann Gallucci (Write In)	8	5	3	1	17
Other Write Ins	34	34	15	17	100
Blanks	21,740	18,391	17,877	14,903	72,911
Total	21,945	18,515	17,955	14,945	73,360

Presidential Primary Election – March 5, 2024
Libertarian Party – Official Results

	Precinct 1 Total	Precinct 2 Total	Precinct 3 Total	Precinct 4 Total	TOTAL All Precincts
PRESIDENTIAL PREFERENCE					
Jacob George Hornberger	0	3	1	0	4
Michael D. Rectenwald	0	0	0	1	1
Chase Russell Oliver	1	0	1	0	2
Michael Ter Maat	0	0	0	0	0
Lars Damian Mapstead	0	0	0	0	0
No Preference	1	3	2	4	10
Write Ins	3	1	1	2	7
Blanks	0	0	0	3	3
Total	5	7	5	10	27
STATE COMMITTEE MAN					
Derek Newhall	3	6	5	6	20
Write Ins	0	0	0	0	0
Blanks	2	1	0	4	7
Total	5	7	5	10	27
STATE COMMITTEE WOMAN					
Write Ins	0	1	2	2	5
Blanks	5	6	3	8	22
Total	5	7	5	10	27
TOWN COMMITTEE					
Write Ins	0	0	0	0	0
Blanks	50	70	50	100	270
Total	50	70	50	100	270

Election Totals (All Parties)

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Registered Voters	3,262	2,868	2,788	2,783	11,701
Election Day Voters	674	582	536	449	2,241
Early Voters (In Person and by Mail)	569	508	484	399	1,960
Absentee Voters	18	13	12	8	51
Total Turnout (All Voting Methods)	1,261	1,103	1,032	856	4,252
Total Turnout Percentage (Total Voters/Registered Voters)	39%	38%	37%	31%	36%

Early and Absentee ballots (all parties) received *before* Election Day were processed at a series of duly noticed pre-Election Advanced Processing sessions and at a Central Tabulation Facility on Election Day. Early and Absentee ballots received *on* Election Day were distributed to their precincts before the close of polls and processed through the precinct voting tabulators and counted with ballots cast in person at the precincts. The results recorded above include ballots cast via all voting methods.

Attest: s/ Emily Mitchell, Town Clerk

**COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH
STATE ELECTION WARRANT
NOVEMBER 5, 2024**

SS.

To either of the Constables of the Town of Harwich,

GREETINGS:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said Town who are qualified to vote in elections and Town affairs to vote in the Community Center Gymnasium, 100 Oak Street, in said Town on **TUESDAY, November 5, 2024**, for the following purpose:

POLLS WILL BE OPEN AT 7:00 A.M. AND CLOSE AT 8:00 P.M.

To cast their votes in the State Election for the candidates for the following offices:

ELECTORS OF PRESIDENT AND VICE PRESIDENT	FOR THESE UNITED STATES
SENATOR IN CONGRESS	FOR THIS COMMONWEALTH
REPRESENTATIVE IN CONGRESS	NINTH DISTRICT
COUNCILLOR.....	FIRST DISTRICT
SENATOR IN GENERAL COURT.....	CAPE AND ISLANDS DISTRICT
REPRESENTATIVE IN GENERAL COURT	FOURTH BARNSTABLE DISTRICT
CLERK OF COURTS.....	BARNSTABLE COUNTY
REGISTER OF DEEDS	BARNSTABLE DISTRICT
COUNTY COMMISSIONER	BARNSTABLE COUNTY
BARNSTABLE ASSEMBLY DELEGATE	TOWN OF HARWICH

QUESTION 1: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives before May 1, 2024?

SUMMARY

This proposed law would specify that the State auditor has the authority to audit the legislature.

A YES VOTE would specify that the State auditor has the authority to audit the legislature.

A NO VOTE would make no change in the law relative to the State Auditor’s authority.

QUESTION 2: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives before May 1, 2024?

SUMMARY

This proposed law would eliminate the requirement that a student pass the Massachusetts Comprehensive Assessment System (MCAS) tests (or other statewide or district-wide assessments) in mathematics, science and technology, and English in order to receive a high school diploma. Instead, in order for a student to receive a high school diploma, the proposed law would require the student to complete coursework certified by the student's district as demonstrating mastery of the competencies contained in the state academic standards in mathematics, science and technology, and English, as well as any additional areas determined by the Board of Elementary and Secondary Education.

A YES VOTE would eliminate the requirement that students pass the Massachusetts Comprehensive Assessment System (MCAS) in order to graduate high school but still require students to complete coursework that meets state standards.

A NO VOTE would make no change in the law relative to the requirement that a student pass the MCAS in order to graduate high school.

QUESTION 3: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives before May 1, 2024?

SUMMARY

The proposed law would provide Transportation Network Drivers ("Drivers") with the right to form unions ("Driver Organizations") to collectively bargain with Transportation Network Companies ("Companies")—which are companies that use a digital network to connect riders to drivers for pre-arranged transportation—to create negotiated recommendations concerning wages, benefits and terms and conditions of work. Drivers would not be required to engage in any union activities. Companies would be allowed to form multi-Company associations to represent them when negotiating with Driver Organizations. The state would supervise the labor activities permitted by the proposed law and would have responsibility for approving or disapproving the negotiated recommendations.

The proposed law would define certain activities by a Company or a Driver Organization to be unfair work practices. The proposed law would establish a hearing process for the state Employment Relations Board ("Board") to follow when a Company or Driver Organization is charged with an unfair work practice. The proposed law would permit the Board to take action, including awarding compensation to adversely affected Drivers, if it found that an unfair work practice had been committed. The proposed law would provide for an appeal of a Board decision to the state Appeals Court.

This proposed law also would establish a procedure for determining which Drivers are Active Drivers, meaning that they completed more than the median number of rides in the previous six months. The proposed law would establish procedures for the Board to determine that a Driver Organization has signed authorizations from at least five percent of Active Drivers, entitling the Driver Organization to a

list of Active Drivers; to designate a Driver Organization as the exclusive bargaining representative for all Drivers based on signed authorizations from at least twenty-five percent of Active Drivers; to resolve disputes over exclusive bargaining status, including through elections; and to decertify a Driver Organization from exclusive bargaining status. A Driver Organization that has been designated the exclusive bargaining representative would have the exclusive right to represent the Drivers and to receive voluntary membership dues deductions.

Once the Board determined that a Driver Organization was the exclusive bargaining representative for all Drivers, the Companies would be required to bargain with that Driver Organization concerning wages, benefits and terms and conditions of work. Once the Driver Organization and Companies reached agreement on wages, benefits, and the terms and conditions of work, that agreement would be voted upon by all Drivers who has completed at least 100 trips the previous quarter. If approved by a majority of votes cast, the recommendations would be submitted to the state Secretary of Labor for approval and if approved, would be effective for three years. The proposed law would establish procedures for the mediation and arbitration if the Driver Organization and Companies failed to reach agreement within a certain period of time. An arbitrator would consider factors set forth in the proposed law, including whether the wages of Drivers would be enough so that Drivers would not need to rely upon any public benefits. The proposed law also sets out procedures for the Secretary of Labor's review and approval of recommendations negotiated by a Driver Organization and the Companies and for judicial review of the Secretary's decision.

The proposed law states that neither its provisions, an agreement nor a determination by the Secretary would be able to lessen labor standards established by other laws. If there were any conflict between the proposed law and existing Massachusetts labor relations law, the proposed law would prevail.

The Board would make rules and regulations as appropriate to effectuate the proposed law.

The proposed law states that, if any of its parts were declared invalid, the other parts would stay in effect.

A YES VOTE would provide transportation network drivers the option to form unions to collectively bargain with transportation network companies regarding wages, benefits, and terms and conditions of work

A NO VOTE would make no change in the law relative to the ability of transportation network drivers to form unions.

QUESTION 4: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives before May 1, 2024?

SUMMARY

This proposed law would allow persons aged 21 and older to grow, possess, and use certain natural psychedelic substances in certain circumstances. The psychedelic substances allowed would be two substances found in mushrooms (psilocybin and psilocyn) and three substances found in plants (dimethyltryptamine, mescaline, and ibogaine). These substances could be purchased at an approved location for use under the supervision of a licensed facilitator. This proposed law would otherwise prohibit any retail sale of natural psychedelic substances.

This proposed law would also provide for the regulation and taxation of these psychedelic substances. This proposed law would license and regulate facilities offering supervised use of these psychedelic substances and provide for the taxation of proceeds from those facilities' sales of psychedelic substances. It would also allow persons aged 21 and older to grow these psychedelic substances in a 12-foot by 12-foot area at their home and use these psychedelic substances at their home. This proposed law would authorize persons aged 21 or older to possess up to one gram of psilocybin, one gram of psilocyn, one gram of dimethyltryptamine, 18 grams of mescaline, and 30 grams of ibogaine ("personal use amount"), in addition to whatever they might grow at their home, and to give away up to the personal use amount to a person aged 21 or over.

This proposed law would create a Natural Psychedelic Substances Commission of five members appointed by the Governor, Attorney General, and Treasurer which would administer the law governing the use and distribution of these psychedelic substances. The Commission would adopt regulations governing licensing qualifications, security, recordkeeping, education and training, health and safety requirements, testing, and age verification. This proposed law would also create a Natural Psychedelic Substances Advisory Board of 20 members appointed by the Governor, Attorney General, and Treasurer which would study and make recommendations to the Commission on the regulation and taxation of these psychedelic substances.

This proposed law would allow cities and towns to reasonably restrict the time, place, and manner of the operation of licensed facilities offering psychedelic substances, but cities and towns could not ban those facilities or their provision of these substances.

The proceeds of sales of psychedelic substances at licensed facilities would be subject to the state sales tax and an additional excise tax of 15 percent. In addition, a city or town could impose a separate tax of up to two percent. Revenue received from the additional state excise tax, license application fees, and civil penalties for violations of this proposed law would be deposited in a Natural Psychedelic Substances Regulation Fund and would be used, subject to appropriation, for administration of this proposed law.

Using the psychedelic substances as permitted by this proposed law could not be a basis to deny a person medical care or public assistance, impose discipline by a professional licensing board, or enter adverse orders in child custody cases absent clear and convincing evidence that the activities created an unreasonable danger to the safety of a minor child.

This proposed law would not affect existing laws regarding the operation of motor vehicles while under the influence, or the ability of employers to enforce workplace policies restricting the consumption of these psychedelic substances by employees. This proposed law would allow property owners to prohibit the use, display, growing, processing, or sale of these psychedelic substances on their premises. State and local governments could continue to restrict the possession and use of these psychedelic substances in public buildings or at schools.

This proposed law would take effect on December 15, 2024.

A YES VOTE would allow persons over age 21 to use certain natural psychedelic substances under licensed supervision and to grow and possess limited quantities of those substances in their home and would create a commission to regulate those substances.

A NO VOTE would make no change in the law regarding natural psychedelic substances.

QUESTION 5: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives before May 1, 2024?

SUMMARY

The proposed law would gradually increase the minimum hourly wage an employer must pay a tipped worker, over the course of five years, on the following schedule:

- To 64% of the state minimum wage on January 1, 2025;
- To 73% of the state minimum wage on January 1, 2026;
- To 82% of the state minimum wage on January 1, 2027;
- To 91% of the state minimum wage on January 1, 2028; and
- To 100% of the state minimum wage on January 1, 2029

The proposed law would require employers to continue to pay tipped workers the difference between the state minimum wage and the total amount a tipped worker receives in hourly wages plus tips through the end of 2028. The proposed law would also permit employers to calculate this difference over the entire weekly or bi-weekly payroll period. The requirement to pay this difference would cease when the required hourly wage for tipped workers would become 100% of the state minimum wage on January 1, 2029.

Under the proposed law, if an employer pays its workers an hourly wage that is at least the state minimum wage, the employer would be permitted to administer a “tip pool” that combines all the tips given by customers to tipped workers and distributes them among all the workers, including non-tipped workers.

A YES VOTE would increase the minimum hourly wage an employer must pay a tipped worker to the full state minimum wage implemented over five years, at which point employers could pool all tips and distribute them to all non-management workers.

A NO VOTE would make no change in the law governing tip pooling or the minimum wage for tipped workers.

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

QUESTION 6

Do you approve of the amendments to the Barnstable County Charter summarized below?

SUMMARY

The revisions to the Barnstable County Charter proposed by the Assembly of Delegates amend the fiscal provisions of the Charter to: codify the Assembly of Delegates' Standing Committee on Finance and define its powers and duties; expressly authorize the Assembly of Delegates to increase, decrease, add or omit items to the annual budget proposed by the Board of Regional Commissioners; expressly authorize submission of supplemental budget requests by the

Board of Regional Commissioners; and expressly authorize any member of the Assembly of Delegates, or the Board of Regional Commissioners, to introduce a request for a supplemental appropriation ordinance after the adoption of the County's fiscal year operating budget, while requiring those ordinances to provide the specific means for defraying the appropriations therein contained.

QUESTION 7

Shall the State Representative from this district be instructed to vote in favor of legislation that would support the development of SouthCoast Wind and Commonwealth Wind and other possible future offshore and onshore wind power developments in Massachusetts?

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 7th day of October, 2024.

s/ Julie E. Kavanagh, Chair
s/ Jeffrey F. Handler, Vice Chair
s/ Peter J. Piekarski, Clerk
s/ Donald F. Howell
s/ Michael D. MacAskill

Select Board Town of Harwich

Attest: s/ Emily Mitchell, Town Clerk

Posted by: s/ David Robinson, Constable, October 11, 2024

Warrant must be posted by October 29, 2024
(at least seven days prior to the November 5, 2024 State Election)

DATE: October 11, 2024

By virtue of this Warrant I have this day notified and warned the inhabitants of the Town of Harwich, qualified to vote in elections and town affairs, to meet at the Community Center, 100 Oak Street in said Town on Tuesday, the 5th day of November, 2024, at the time and place for

the purpose herein named by posting up attested copies thereon in the four (4) Post Office buildings, in the Town Hall, and in the Community Center in the Town of Harwich, which covers all four precincts, at least fourteen (14) days before the time of said meeting as within directed, and causing an attested copy thereof to be published in the Cape Cod Chronicle published in Barnstable County and having its circulation in the Town of Harwich.

s/ David Robinson, Constable

Voters had the option to cast their ballot early by mail, early in person, or in person on Election Day.

The following election workers assisted with early voting, including preparing mailed ballot kits sent to voters, receiving and processing mailed ballots returned by voters, and staffing in person early voting: Thomas Benoit, Alice Bonatt, Veronica Brocklebank, Susan Carpenter, JoAnne Clancy, Beth Climo, Jeanine Comeau, Martha Curran, Madeleine Devery, Suzanne Driscoll, Sarah Fitzpatrick, Laurie Gillespie-Lee, Terry Hayden, Leslie Joseph, Christina Joyce, Ann Kaplan, Christy Laidlaw, Antigone London, Jane Martin, Joan McCann-Hartigan, Patricia Nock, Kathleen O'Brien, Christine Odiaga, Sheila O'Toole, Dean Panko, Michelle Ransden, Thomas Richardson, Sandra Robinson, Marilyn Schlansky, Paul Schlansky, Kathleen Schreck, Robert Spencer, LuAnne Tribastone, Steven Tribastone, Cheryl Wilder, and Pam Williams. All election workers were duly sworn in by Town Clerk Emily Mitchell prior to beginning their official duties.

The following individuals reported to the Harwich Community Center on Election Day, November 5, 2024, to serve as election workers. All election workers were duly sworn in by Town Clerk Emily Mitchell prior to beginning their official duties.

Election Workers: Mary Anderson, Joyce Bearse, Thomas Benoit, Alice Bonatt, Karen Boujoukos, Veronica Brocklebank, Susan Carpenter, JoAnne Clancy, Beth Climo, Jeanine Comeau, Ursula Corbett, Martha Curran, Julie DeLuca, Madeleine Devery, Elaine Dickinson, Suzanne Driscoll, Sarah Fitzpatrick, Nancy Flynn, Carol Genatossio, Laurie Gillespie-Lee, Terry Hayden, Leslie Joseph, Christina Joyce, Ann Kaplan, Susan Kosoff, Christy Laidlaw, Antigone London, Jane Martin, Joan McCann-Hartigan, Kathleen Muller, Patricia Nock, Kathleen O'Brien, Christine Odiaga, Sheila O'Toole, Dean Panko, Michelle Ransden, Thomas Richardson, Sandra Robinson, Marilyn Schlansky, Paul Schlansky, Robert Spencer, Virginia Stark, Judy Sullivan, Donna Tavano, Kathleen Teahan, LuAnne Tribastone, Steven Tribastone, Cheryl Wilder, and Pam Williams.

Board of Registrars: Shirley Knowles, Mary Ann Pina, Deborah Sementa

Town Clerk's Office Staff: Emily Mitchell, Jennifer Clarke, Marissa El Sehrawey

The polls opened at 7:00 AM. Voters were directed to their voting precincts within the Community Center gymnasium. At 8:00 PM, with no voters in sight or waiting in line, Town Clerk Emily Mitchell declared the polls closed. The Town Clerk announced unofficial results at 10:15 PM. A total of 9,365 voters participated, including 3,533 voters voting early by mail, 2,296 voters voting early in person, 53 voters casting an Absentee ballot (including UOCAVA voters), and 3,420 voters voting in person on Election Day, out of a total 12,118 registered voters.

Early and Absentee ballots received before Election Day were processed at a series of duly noticed pre-Election Advanced Processing sessions and at a Central Tabulation Facility on Election Day. Early and Absentee ballots received on Election Day, and those that were post-marked by Election Day (11/5/2024) and received by November 8, 2024 at 5 PM, were processed at a duly noticed Post Election Tabulation Session. The results recorded below include ballots cast via all voting methods and from all tabulation sessions.

Presidential and State General Election – November 5, 2024
Official Results

	Precinct 1 Total	Precinct 2 Total	Precinct 3 Total	Precinct 4 Total	Total (All Precincts)
Electors for President and Vice President Vote for One					
Ayyadurai and Ellis	14	17	12	11	54
De La Cruz and Garcia	2	4	2	3	11
Harris and Walz	1604	1426	1345	1223	5598
Oliver and Ter Maat	6	13	7	9	35
Stein and Caballero-Roca	11	8	20	12	51
Trump and Vance	919	835	889	849	3492
Write In	17	4	12	8	41
Blanks	27	21	20	15	83
Total:	2600	2328	2307	2130	9365
Senator in Congress Vote for One					
Elizabeth Ann Warren	1448	1304	1258	1131	5141
John Deaton	1098	995	1018	966	4077
Write In	1	1	3	1	6
Blanks	53	28	28	32	141
Total:	2600	2328	2307	2130	9365
Representative in Congress (Ninth District) Vote for One					
Bill Keating	1560	1406	1325	1244	5535
Dan Sullivan	964	868	920	841	3593
Write In	2	0	0	0	2
Blanks	74	54	62	45	235
Total:	2600	2328	2307	2130	9365

Councillor (First District) Vote for One					
Joseph C. Ferreira	1325	1229	1151	1089	4794
Krysten Condon	980	882	942	852	3656
Write In	2	3	2	2	9
Blanks	293	214	212	187	906
Total:	2600	2328	2307	2130	9365
Senator in General Court (Cape & Islands District) Vote for One					
Julian Andre Cyr	1497	1354	1282	1196	5329
Christopher Robert Lauzon	955	870	909	844	3578
Joe Van Nes	27	33	27	34	121
Write In	1	0	0	0	1
Blanks	120	71	89	56	336
Total:	2600	2328	2307	2130	9365
Representative in General Court (Fourth Barnstable District) Vote for One					
Hadley Luddy	1823	1693	1688	1547	6751
Write In	19	28	18	17	82
Blanks	758	607	601	566	2532
Total:	2600	2328	2307	2130	9365
Clerk of Courts (Barnstable County) Vote for One					
Susan Lynn Moran	1792	1661	1688	1533	6674
Write In	14	24	7	11	56
Blanks	794	643	612	586	2635
Total:	2600	2328	2307	2130	9365

Register of Deeds (Barnstable District) Vote for One					
John F. Meade	1752	1647	1688	1563	6650
Write In	16	11	13	8	48
Blanks	832	670	606	559	2667
Total:	2600	2328	2307	2130	9365
County Commissioner (Barnstable County) Vote for not more than Two					
Mark R. Forest	1325	1221	1168	1068	4782
Sheila R. Lyons	1302	1237	1167	1056	4762
Ronald R. Beaty, Jr.	766	674	724	649	2813
Cynthia E. Stead	727	605	598	539	2469
Write Ins	0	1	0	0	1
Blanks	1080	918	957	948	3903
Total:	5200	4656	4614	4260	18730
Barnstable Assembly Delegate (Harwich) Vote for One					
Elizabeth Harder	1787	1688	1691	1551	6717
Write In	8	13	4	6	31
Blanks	805	627	612	573	2617
Total:	2600	2328	2307	2130	9365
Question 1 (State Auditor's Authority to Audit the Legislature)					
Yes	1723	1540	1498	1412	6173
No	723	667	694	609	2693
Blanks	154	121	115	109	499
Total:	2600	2328	2307	2130	9365

Question 2 (Elimination of MCAS as High School Graduation Requirement)					
Yes	1351	1202	1257	1177	4987
No	1181	1071	1003	906	4161
Blanks	68	55	47	47	217
Total:	2600	2328	2307	2130	9365
Question 3 (Unionization of Transportation Network Drivers)					
Yes	1158	1004	1000	1004	4166
No	1294	1201	1190	1042	4727
Blanks	148	123	117	84	472
Total:	2600	2328	2307	2130	9365
Question 4 (Limited Legalization and Regulation of Certain Natural Psychedelic Substances)					
Yes	974	857	841	865	3537
No	1534	1409	1396	1210	5549
Blanks	92	62	70	55	279
Total:	2600	2328	2307	2130	9365
Question 5 (Minimum Wage for Tipped Workers)					
Yes	728	611	605	615	2559
No	1784	1660	1646	1466	6556
Blanks	88	57	56	49	250
Total:	2600	2328	2307	2130	9365

Question 6 (Approve Certain Amendments to the Barnstable County Charter)					
Yes	1032	912	929	867	3740
No	1065	1025	1015	919	4024
Blanks	503	391	363	344	1601
Total:	2600	2328	2307	2130	9365
Question 7 (Instruct State Representative to Support Development of Wind Power Developments)					
Yes	1095	979	929	826	3829
No	1313	1199	1231	1183	4926
Blanks	192	150	147	121	610
Total:	2600	2328	2307	2130	9365

Election Totals

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Registered Voters	3,355	2,976	2,903	2,884	12,118
Election Day Voters	855	859	833	873	3,420
Early Votes Cast by Mail	1,040	890	854	749	3,533
Early Votes Cast in Person	656	557	599	484	2,296
Absentee Voters	23	9	10	11	53
UOCAVA Voters (active-duty military and citizens residing outside the U.S.)	26	13	11	13	63
Total Turnout (All Voting Methods)	2,600	2,328	2,307	2,130	9,365
Total Turnout Percentage (Total Voters/Registered Voters)	77.50%	78.23%	79.47%	73.86%	77.28%

Attest: s/ Emily Mitchell, Town Clerk

**COMMONWEALTH OF MASSACHUSETTS
TOWN OF HARWICH
SPECIAL TOWN ELECTION WARRANT
APRIL 9, 2024**

BARNSTABLE, ss:

To either of the Constables of the Town of Harwich in said County,

Greetings:

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in elections and Town affairs to meet in the Community Center Gymnasium, 100 Oak Street, in said Town on Tuesday, April 9, 2024.

POLLS WILL BE OPEN AT 12:00 P.M. and CLOSE AT 6:00 P.M.

To choose on one (1) ballot the following Town Officer: One (1) member of the Select Board to fill a vacancy.

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 11th day of March, 2024.

s/ Julie E. Kavanagh, Chair
s/ Michael D. MacAskill, Vice Chair
s/ Jeffrey F. Handler, Clerk

Select Board
Town of Harwich

Attest: s/ Emily Mitchell, Town Clerk

Posted by: s/ David Robinson, Constable, March 13, 2024

DATE: March 13, 2024

By virtue of this Warrant I have this day notified and warned the inhabitants of the Town of Harwich, qualified to vote in elections and town affairs, to meet at the Community Center, 100 Oak Street in said Town on Tuesday, the 9th day of April, 2024, at the time and place for the

purpose herein named by posting up attested copies thereon in the four (4) Post Office buildings, in the Town Hall, and in the Community Center in the Town of Harwich, which covers all four precincts, at least fourteen (14) days before the time of said meeting as within directed, and causing an attested copy thereof to be published in the Cape Cod Chronicle published in Barnstable County and having its circulation in the Town of Harwich.

s/ David Robinson, Constable

The following individuals reported to the Harwich Community Center on Election Day, April 9, 2024, to serve as election workers. All election workers were duly sworn in by Town Clerk Emily Mitchell prior to beginning their official duties.

Election Workers: Joyce Bearse, Alice Bonatt, Julie DeLuca, Elaine Dickinson, Sarah Fitzpatrick, Carol Genatossio, Leslie Joseph, Christina Joyce, Ann Kaplan, Antigone London, Patricia Nock, Dean Panko, Sandra Robinson, Maria Rudden, Kathleen Schreck, Judy Sullivan, LuAnne Tribastone, and Steven Tribastone.

Board of Registrars: Shirley Knowles, Mary Ann Pina

Town Clerk's Office Staff: Emily Mitchell, Jennifer Clarke, Marissa El Sehrawey

The polls opened at 12:00 PM. Voters were directed to their voting precincts within the Community Center gymnasium. At 6:00 PM, with no voters in sight or waiting in line, Town Clerk Emily Mitchell declared the polls closed. The Town Clerk announced unofficial results at approximately 6:35 PM. A total of 286 voters participated, including 22 absentee voters, out of a total 11,736 registered voters.

Special Town Election – April 9, 2024
Official Results

	Precinct 1 Total	Precinct 2 Total	Precinct 3 Total	Precinct 4 Total	TOTAL All Precincts
SELECT BOARD (To Fill a Vacancy)					
Peter J. Piekarski	99	78	47	49	273
Leo Cakounes (Write In)	1	3	0	2	6
All Other Write Ins	1	1	0	1	3
Blanks*	1	0	3	0	4
Total	102	82	50	52	286

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Total Registered Voters	3,259	2,882	2,800	2,795	11,736
Total Voter Turnout	102	82	50	52	286
Total Turnout Percentage	3.13%	2.85%	1.79%	1.86%	2.44%

Included within the total turnout numbers reported above are the following Absentee ballots:

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Absentee Ballot Applications	14	8	8	5	35
Absentee Ballots Cast	12	4	5	1	22

The Absentee ballots were distributed to their precincts before the close of polls. They were processed through the precinct voting tabulators and counted with the ballots cast at the precincts.

Attest: s/ Emily Mitchell, Town Clerk

COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH
STATE PRIMARY WARRANT
SEPTEMBER 3, 2024

SS.

To either of the Constables of the Town of Harwich,

GREETINGS:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said Town who are qualified to vote in elections and Town affairs to vote in the Community Center Gymnasium, 100 Oak Street, in said Town on **TUESDAY, SEPTEMBER 3, 2024**, for the following purpose:

POLLS WILL BE OPEN AT 7:00 A.M. AND CLOSE AT 8:00 P.M.

To cast their votes in the State Primaries for the candidates of political parties for the following offices:

SENATOR IN CONGRESS	FOR THIS COMMONWEALTH
REPRESENTATIVE IN CONGRESS	NINTH DISTRICT
COUNCILLOR	FIRST DISTRICT
SENATOR IN GENERAL COURT	CAPE AND ISLANDS DISTRICT
REPRESENTATIVE IN GENERAL COURT	FOURTH BARNSTABLE DISTRICT
CLERK OF COURTS.....	BARNSTABLE COUNTY
REGISTER OF DEEDS	BARNSTABLE DISTRICT
COUNTY COMMISSIONERS	BARNSTABLE COUNTY

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 5th day of August, 2024.

s/ Julie E. Kavanagh, Chair
s/ Jeffrey F. Handler, Vice Chair
s/ Peter J. Piekarski, Clerk
s/ Donald F. Howell
s/ Michael D. MacAskill

**Select Board
Town of Harwich**

Attest: s/ Emily Mitchell, Town Clerk

Posted by: s/ Leo Cakounes, Constable, August 7, 2024

Warrant must be posted by **August 27, 2024**, (at least *seven days prior* to the **September 3, 2024** State Primary).

DATE: August 7, 2024

By virtue of this Warrant I have this day notified and warned the inhabitants of the Town of Harwich, qualified to vote in elections and town affairs, to meet at the Community Center, 100 Oak Street in said Town on Tuesday, the 3rd day of September, 2024, at the time and place for the purpose herein named by posting up attested copies thereon in the four (4) Post Office buildings, in the Town Hall, and in the Community Center in the Town of Harwich, which covers all four precincts, at least fourteen (14) days before the time of said meeting as within directed, and causing an attested copy thereof to be published in the Cape Cod Chronicle published in Barnstable County and having its circulation in the Town of Harwich.

s/ Leo Cakounes, Constable

Voters had the option to cast their ballot early by mail, early in person, or in person on Election Day.

The following election workers assisted with early voting, including preparing mailed ballot kits sent to voters, receiving and processing mailed ballots returned by voters, and staffing in person early voting: Thomas Benoit, Karen Boujoukos, Susan Carpenter, Martha Curran, Suzanne Driscoll, Nancy Flynn, Carol Genatossio, Leslie Joseph, Christina Joyce, Ann Kaplan, Antigone London, Jane Martin, Patricia Nock, Louise O'Malley, Sheila O'Toole, Dean Panko, Sandra Robinson, Marilyn Schlansky, Paul Schlansky, Kathleen Schreck, LuAnne Tribastone, Steven Tribastone, and Pam Williams. All election workers were duly sworn in by Town Clerk Emily Mitchell prior to beginning their official duties.

The following individuals reported to the Harwich Community Center on Election Day, September 3, 2024, to serve as election workers. All election workers were duly sworn in by Town Clerk Emily Mitchell prior to beginning their official duties.

Election Workers: Mary Anderson, Thomas Benoit, Alice Bonatt, Susan Carpenter, Ursula Corbett, Martha Curran, Julie DeLuca, Madeleine Devery, Suzanne Driscoll, Sarah Fitzpatrick, Nancy Flynn, Carol Genatossio, Laurie Gillespie-Lee, Terry Hayden, Leslie Joseph, Christina Joyce, Ann Kaplan, Susan Kosoff, Christy Laidlaw, Jane Martin, Patricia Nock, Sheila O'Toole, Dean Panko, Sandra Robinson, Marilyn Schlansky, Paul Schlansky, Robert Spencer, Judy Sullivan, Donna Tavano, Kathleen Teahan, LuAnne Tribastone, Steven Tribastone, and Pam Williams.

Board of Registrars: Shirley Knowles, Mary Ann Pina, Deborah Sementa

Town Clerk's Office Staff: Emily Mitchell, Jennifer Clarke, Marissa El Sehrawey

The polls opened at 7:00 AM. Voters were directed to their voting precincts within the Community Center gymnasium. At 8:00 PM, with no voters in sight or waiting in line, Town Clerk Emily Mitchell declared the polls closed. The Town Clerk announced unofficial results at

approximately 10:00 PM. A total of 2,784 voters participated, including 1,784 voters voting early in person or by mail, 25 voters casting an Absentee ballot, and 975 voters voting on Election Day, out of a total 11,929 registered voters. Of all voters who participated in this election, 1,859 cast a Democrat ballot, 917 cast a Republican ballot, and 8 cast a Libertarian ballot.

State Primary Election – September 3, 2024
Democratic Party – Official Results

	Precinct 1 Total	Precinct 2 Total	Precinct 3 Total	Precinct 4 Total	Total All Precincts
Senator in Congress					
Elizabeth Ann Warren	530	456	405	366	1,757
Write Ins	6	4	1	2	13
Blanks	34	15	22	18	89
Total:	570	475	428	386	1,859
Representative in Congress (Ninth District)					
Bill Keating	538	456	411	370	1,775
Write Ins	4	2	1	2	9
Blanks	28	17	16	14	75
Total:	570	475	428	386	1,859
Councillor (First District)					
Joseph C. Ferreira	484	422	390	325	1,621
Write Ins	2	0	1	2	5
Blanks	84	53	37	59	233
Total:	570	475	428	386	1,859

Senator in General Court (Cape & Islands District)					
Julian Andre Cyr	536	460	410	367	1,773
Write Ins	4	0	1	1	6
Blanks	30	15	17	18	80
Total:	570	475	428	386	1,859
Representative in General Court (Fourth Barnstable District)					
Hadley Luddy	504	433	398	351	1,686
Write Ins	1	0	1	1	3
Blanks	65	42	29	34	170
Total:	570	475	428	386	1,859
Clerk of Courts (Barnstable County)					
Susan Lynn Moran	500	425	395	343	1,663
Write Ins	1	0	1	0	2
Blanks	69	50	32	43	194
Total:	570	475	428	386	1,859
Register of Deeds (Barnstable District)					
Write Ins	19	9	6	6	40
Blanks	551	466	422	380	1,819
Total:	570	475	428	386	1,859
County Commissioner (Barnstable County)					
Mark R. Forest	396	323	292	256	1,267
Sheila R. Lyons	449	404	366	315	1,534
Write Ins	3	0	2	1	6
Blanks	292	223	196	200	911
Total:	1140	950	856	772	3,718

State Primary Election – September 3, 2024
Republican Party – Official Results

	Precinct 1 Total	Precinct 2 Total	Precinct 3 Total	Precinct 4 Total	Total All Precincts
Senator in Congress					
Robert J. Antonellis	69	75	38	48	230
Ian Cain	14	20	9	13	56
John Deaton	189	158	138	123	608
Write Ins	1	3	0	2	6
Blanks	5	4	4	4	17
Total:	278	260	189	190	917
Representative in Congress (Ninth District)					
Dan Sullivan	234	218	159	163	774
Write Ins	1	4	1	1	7
Blanks	43	38	29	26	136
Total:	278	260	189	190	917
Councillor (First District)					
Write Ins	6	3	0	2	11
Blanks	272	257	189	188	906
Total:	278	260	189	190	917

Senator in General Court (Cape & Islands District)					
Christopher Robert Lauzon	241	223	170	169	803
Write Ins	2	2	1	0	5
Blanks	35	35	18	21	109
Total:	278	260	189	190	917
Representative in General Court (Fourth Barnstable District)					
Write Ins	8	4	6	3	21
Blanks	270	256	183	187	896
Total:	278	260	189	190	917
Clerk of Courts (Barnstable County)					
Write Ins	7	3	2	3	15
Blanks	271	257	187	187	902
Total:	278	260	189	190	917
Register of Deeds (Barnstable District)					
John F. Meade	232	222	157	162	773
Write Ins	0	0	0	1	1
Blanks	46	38	32	27	143
Total:	278	260	189	190	917
County Commissioner (Barnstable County)					
Ronald R. Beaty, Jr.	168	168	110	115	561
Cynthia E. Stead	158	156	119	111	544
Write Ins	0	2	0	0	2
Blanks	230	194	149	154	727
Total:	556	520	378	380	1,834

State Primary Election – September 3, 2024
Libertarian Party – Official Results

	Precinct 1 Total	Precinct 2 Total	Precinct 3 Total	Precinct 4 Total	Total All Precincts
Senator in Congress					
Write Ins	1	1	1	3	6
Blanks	2	0	0	0	2
Total:	3	1	1	3	8
Representative in Congress (Ninth District)					
Write Ins	1	1	1	2	5
Blanks	2	0	0	1	3
Total:	3	1	1	3	8
Councillor (First District)					
Write Ins	1	1	1	0	3
Blanks	2	0	0	3	5
Total:	3	1	1	3	8
Senator in General Court (Cape & Islands District)					
Write Ins	1	1	1	2	5
Blanks	2	0	0	1	3
Total:	3	1	1	3	8
Representative in General Court (Fourth Barnstable District)					
Write Ins	1	1	1	0	3
Blanks	2	0	0	3	5
Total:	3	1	1	3	8
Clerk of Courts (Barnstable County)					
Write Ins	1	1	1	2	5
Blanks	2	0	0	1	3

Total:	3	1	1	3	8
Register of Deeds (Barnstable District)					
Write Ins	1	0	0	2	3
Blanks	2	1	1	1	5
Total:	3	1	1	3	8
County Commissioner (Barnstable County)					
Write Ins	1	2	1	2	6
Blanks	5	0	1	4	10
Total:	6	2	2	6	16

Election Totals (All Parties)

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Total
Registered Voters	3,307	2,938	2,853	2,831	11,929
Election Day Voters	304	257	212	202	975
Early Voters (In Person and by Mail)	538	474	399	373	1,784
Absentee Voters (including UOCAVA)	9	5	7	4	25
Total Turnout (All Voting Methods)	851	736	618	579	2,784
Total Turnout Percentage (Total Voters/Registered Voters)	25.7%	25.1%	21.7%	20.5%	23.3%

Early and Absentee ballots (all parties) received *before* Election Day were processed at a series of duly noticed pre-Election Advanced Processing sessions and at a Central Tabulation Facility on Election Day. Early and Absentee ballots received *on* Election Day were distributed to their precincts before the close of polls, processed through the precinct voting tabulators, and counted with ballots cast in person at the precincts. The results recorded above include ballots cast via all voting methods.

Attest: s/ Emily Mitchell, Town Clerk

Report of the

Harwich Voter Information Committee

The Voter Information Committee's charge is to, ***“inform and prepare voters on issues to be addressed at Annual and Special town meetings and the local annual election and to encourage voter registration and participation.”*** The committee meets monthly on the 3rd Wednesday at 4:30 pm in the Harwich Channel studio located in the Community Center. Members of the public are encouraged to attend.

As of this written report, membership consists of five members, all duly sworn in and with excellent attendance records. Minutes and Agendas are posted promptly by the Committee Clerk. Our current need relates to access to our Committee website and is addressed in the final section of this report.

Civic Engagement Programs: In an effort to expand community awareness of opportunities to serve on Town Committees and Boards, the VIC staffed a table at both nights of Town Meeting in May 2024 and shared information about how to apply. We are pleased to note that the number of committees with vacancies, as well as the number of vacancies on those committees, is less than what it was in May 2024.

Election Programs: In support of the May 2024 Election the following program was hosted and the recording can be found on the Harwich Channel.

- *Annual Election Candidates Forum for the contested race for Brooks Free Library Board of Trustees. Unfortunately, due a scheduling conflict, the candidates for the contested School Committee race were unavailable,*
- *The VIC promoted the Town Clerk's programming around election security and accessibility for both the state and presidential elections.*

Informational Sheets: Three one-page information sheets, as outlined below, were created and have been distributed to high traffic buildings throughout the community, as well as online via the Town website and library social media.

- How to register to vote
- How to join a board/committee
- General info on Voter Information Committee

Support and Assistance: The work of the committee could not be undertaken without a great deal of assistance from town and community

partners. First, the committee would like to thank Jamie Goodwin of The Harwich Channel and her team for their support recording special programs throughout the year. We also thank Town Clerk Emily Mitchell for attending our meetings, keeping us informed on the Town Clerk's initiatives and cross promoting our Committee's programs. Additional thanks are owed to the Town Moderator Michael Ford and Director Caroline Carey for their assistance with the Civic Engagement Program outlined above, and to the staff in the Town Administrator's office for its assistance in scheduling and coordinating programs. As always, we thank the Board for its support of our endeavors, participation in special programs and assistance in helping to spread the word about our efforts to the wider community. Finally, we owe a good deal of thanks to the League of Women Voters of the Cape Cod Area for moderating the Candidates forums and to the candidates themselves for their participation.

Membership: The Committee was dormant from September 28, 2022, due to a lack of quorum, until October 2023. At that time, Amy Jalbert joined the Committee, and we were able to resume our activities as outlined earlier in this report. The Committee grew to five in August 2024 with the return of Emily Milan and the addition of new resident, Pauline Teas. Continued recruitment efforts by the Board of Selectmen would be much appreciated as future plans for Town Meeting and Election programming will be stronger with additional committee members' time and expertise.

Voter Information Committee website: Following the Town's website upgrade, the Voter Information Committee lost its ability to post programming and other information directly to our website. The Committee is working diligently to address this issue and expect to find a resolution by the end of January 2025.

Respectfully submitted,

Tricia Murray, *Chair*
Term Expires: 2027

Joy Jordan, *Clerk*
Term Expires: 2026

Amy Jalbert, *Member*
Term Expires: 2025

Emily Milan, *Member*
Term Expires: 2027

Pauline Teas, *Member*
Term Expires: 2025

Report of the **Harwich By-Law/Charter Review Committee**

In accordance with Harwich Home Rule Charter Section 7-16-1, the Committee is charged to regularly review the charter of the town and submit proposed amendments to the Select Board, and to regularly review the by-laws of the town and submit proposed revisions to the town meeting at least once every 5 years.

We thanked retiring members Sandra Hall and Noreen Donahue for their service and good advice. We need two members and hopefully members of the community will apply.

The Committee has continued a major review of the charter and general by-laws of the Town of Harwich as called for in the charter. Although a prior town meeting agreed to fund consulting services for this type of review, the Committee has not been able to avail itself of these funds for external professional assistance. Therefore, we continue to meet, both formally and informally, with various town agencies and are reviewing the charters and general by-laws from other towns. The Committee welcomes all input and ideas for improvement in the manner that we as a community choose to govern ourselves.

There continues to be conversation in the community concerning the formation of a full Charter Commission. The community should note that this would be an elected board, independent of the Select Board. The community should also note that the formation of such a commission does not get voted on by the town meeting; the request for the formation goes directly to the town ballot, as does the election for the members of such a commission. The Committee has not discussed this nor taken any action on this issue.

The Committee has submitted 2 reports to the Select Board, both in January and December of 2024. A few of the items submitted in the January 2024 report were placed on the warrant for May 2024 annual town meeting, accepted by the voters and should appear on the town ballot for May 2025. We hope that the Select Board will act on other suggestions in a timely manner for inclusion in the warrant for May 2025 annual town meeting.

We will continue this extensive review throughout the next year. We anticipate presenting proposals to the Select Board and to the community in the future.

All Committee members attend meetings regularly; we have two vacancies. We thank town officials and employees for participating in our discussions and the citizens who attend our meetings. We also thank our Finance Committee liaisons and our Select Board liaison Jeffrey Handler, for their helpful input.

Respectfully submitted by

Town of Harwich By-Law/Charter Review Committee
January 2025

Linda Cebula, *Chair*
Anita Doucette, *Vice-Chair*
Deborah Sementa, *Clerk*

HUMAN SERVICES

Report of the

Brooks Academy Museum Commission

This year progress has been made in continuing the necessary work and progress to once again open the Brooks Academy Museum. This progress has been made in the form of two Select Board sub-committee meetings and the DPW beginning repair work to the interior walls of the building. A temporary certificate of occupancy was granted through January of 2026 thus enabling the Harwich Historical Society to open the first floor only in the upcoming year. It also welcomed two new members to the Commission, Robert Nickerson and Patricia Ford.

The purpose of the sub-committee meetings was to identify and prepare a list of necessary repairs to complete all the work needed for the building in order to permanently open with no further work needed for several years. The Commission was tasked to work with the Historic Society to prepare a list of necessary repairs and be reviewed by Sean Libby of the DPW for the purpose of identifying how much money would be needed to complete the work. In past Town Meeting action, \$1,160,000 had been approved for work on the building. It was decided that an additional \$1,200,000 would be needed to finish all repairs to the building for a grand total of \$2,300,000. The Select Board approved including the need for additional funds to be requested in the 2025 Town Meeting in their meeting December 2, 2024. It is the hope of the Commission that these funds are approved at Town Meeting.

The Commission would like to thank Sean Libby for all his and his men's hard work in continuing repairs to the building and his guidance in identifying needed repairs. Without his participation, and the work of the Select Board Sub-Committee, progress would not be at the stage it is. We also thank Sandra Hall and Deborah Miller for all their work in the past while being members of the Commission.

Respectfully submitted,

Lynne Zalesak, *Chair*
Patricia Ford, *Vice Chair*
Robert Nickerson, *Clerk*
Janet Cassidy

Report of the **Brooks Free Library**

Brooks Free Library

739 Main St., Harwich, MA 02645

Phone: (508) 430-7562

Email: brooksfreelibrary@clamsnet.org

Website: www.brooksfreelibrary.org

Vision Statement

“a world of ideas in the heart of the community”

Mission Statement

Brooks Free Library will promote full and equal access to information and ideas, the love of reading, the joy of learning, and engagement with the arts, sciences and humanities.

2024 ANNUAL REPORT

The Library Trustees and Library Director respectfully submit this Annual Report for calendar year 2024. Under the Town Charter, the Library is governed by a seven-member elected Board of Trustees responsible for personnel management, appointment of Library staff, and overseeing the administration and operation of the Library. This year Trustee Kathleen Remillard decided not to seek re-election and her term expired in May. Kathleen worked as a professional librarian for most of her 6-term tenure on the Board of Trustees so her knowledge and insight is greatly missed. Trustees Joan McCarty and Jeannie Wheeler were re-elected and Tricia Murray was elected to the Board of Trustees at the annual Town election in May.

Library History

Brooks Free Library was founded by Colonel Henry C. Brooks in 1880 and was the first free public library in Harwich. Colonel Brooks constructed the multi-story Brooks Block in Harwich Center to house the Library in a portion of the second floor, with stores and offices on the first floor providing rental income to support Library operations. The Town accepted the gift of the Library in 1910 and it became a department of the Town of Harwich. The Second District Court of Barnstable was located on the first floor of the Brooks Block from 1936 until 1970. The building was then renovated and the Library expanded into the first floor. During that renovation the adjacent building on the corner of Bank and Main Streets was joined to the

Brooks Block. Best known to residents as the former Telephone Exchange building, this historic 1855 Greek revival building was the original home of the Cape Cod Five Savings Bank and Cape Cod National Bank. In 1998 another renovation and expansion was completed, which included the construction of an addition on the east side of the Brooks Block. This project was so faithful to the historic details of the building and addition that it won a Historic Preservation Award from the Massachusetts Historical Commission.

The Library is one of the cornerstones of the Harwich Historic District and as such is on the National Register of Historic Places. The Town continues to maintain and preserve this historic building by investing in facilities maintenance. 2024 saw a large project completed – the replacement of the 27-year-old roof. The aging letterboard sign on the parking lot side of the building was also replaced, with the gold “Brooks Free Library” letters now clearly visible to those approaching Harwich Center from the south. We are fortunate to have the services of members of the Harwich Garden Club, who maintain the beautiful island garden in the parking lot.

Current Operations

Brooks Free Library continues to serve as vital community hub, proving resources for recreational reading, access to information, technology, programs and opportunities for lifelong learning, exploration and growth. Library services and programming are intended to meet the needs and interests of individual patrons as well as to create a sense of community. We are deeply committed to serving all segments of the community – children, youth, families, seniors, working-age residents, people with disabilities, students, teachers, businessmen, independent learners, homebound residents, non-profit organizations, year-round and seasonal residents – and do so by providing a large collection of physical and electronic resources that is broad as well as deep, full reference and information services, public access computers, reliable, high speed Internet, technology assistance, informational and cultural programs, and evening and Saturday hours for those who are unable to visit during the workday. Our VITAL (Vision Impaired Technology Assistance at the Library) program continues to be a model for others, providing one-on-one instruction teaching people with low or no vision to be independent users of computers and assistive technology.

The Library is normally open 6 days per week: Monday through Thursday 10 am - 7 pm and Friday and Saturday 10 am - 4 pm. This year the Library was impacted by a severe staffing shortage, an issue that is becoming common on Cape Cod, and temporarily closed on Mondays in the fall. Several changes to the organizational structure were implemented in 2024 that will help us attract and retain employees in this very competitive

labor market. All permanent positions were filled at the start of calendar year 2025 and Monday hours resumed in January. We thank the public for their patience during the temporary suspension of Monday hours.

FY24 Statistics (July 2023 - June 2024)
Number of Registered Borrowers 10236

Items in the Collection (physical items, eBooks & downloadable Audio)	120472
Items Checked Out (physical items, eBooks & downloadable Audio)	298878
Use of Electronic Resources	227493
Number of Inter-Library Loans	70397
Number of Reference Questions	11213
Number of Adult Programs	424
Attendance at Adult Programs	2606
Number of Programs for Youth	81
Attendance at Programs for Youth	439
Number of Programs for Children	334
Attendance at Programs for Children	13343
Total Number of Programs	839
Total Attendance at Programs	16388

Collections and Resources

With over 120,000 books, audiobooks, feature films, documentaries and magazines, Brooks Free Library has one of the largest collections of physical items in the CLAMS consortium. Popular items are not usually found on the shelf as they’re checked out to other patrons. Patrons can place holds themselves or ask staff members to do so, even before a title is published. We also have a good sized “Express” collection – additional copies of popular items that cannot be placed on hold. The Express collection provides the opportunity for patrons to select a bestseller to take home that day, with no wait. Many titles of interest are also available as an e-book or downloadable audiobook through our subscriptions to Overdrive/Libby and Hoopla. Both resources also provide access to electronic copies of print magazines. Thanks to the Friends of Brooks Free Library, our patrons can borrow passes for discounted or free admission to 17 museums and attractions. Our reference and readers advisory services remain in demand, with librarians assisting patrons with informational needs, locating books and authors that may be of interest, and assisting patrons with the use of software, hardware and electronic resources.

Additions to our electronic collections this year included Press Reader, which provides free access to online newspapers and magazines from across the nation and the world. Combined with existing subscriptions, our patrons now have free online access to read the Cape Cod Times, Wall Street Journal, Boston Globe, Boston Herald, New York Times, Washington Post, The Economist and hundreds of other newspapers and magazines, just as they appear in print. We also subscribed to Kanopy this year, an online resource for streaming feature films and documentaries.

Programs

This year the Library provided 839 programs for children, youth and adults, with a combined attendance of 16,388. All Library programs are provided at no cost to attendees.

Recurring programs for adults included three book discussion groups and a weekly Knit-Lit program. These on-going programs enable community members to get to know others in the community and help to build connections between residents. The Friends of Brooks Free Library continued their popular First Sunday series this year, with special performances and lectures on Sunday afternoons from October through June.

New this year was a monthly series “Tips, Techniques and Technologies for People with Sight Loss,” coordinated by our Assistive Technology Coordinator with funding from a grant the Mass. Association for the Blind and Visually Impaired (MABVI) received from the Cape Cod Foundation. This series responded to a significant need in the community for this type of programming and was very well attended. The Council on Aging provided van transportation for Harwich residents to many of the programs. Grant funding has ended for this series but we plan to continue to offer it in calendar year 2025, making it a recurring program.

The Library offered several cultural series this year, thanks to two volunteer coordinators. Harwich resident Marietta Nilson coordinated a 6-month First Friday Poetry series from May through November, which was very successful. Each month featured a different poet as a guest lecturer. We also offered a creative writing series this fall, with Ann Clark Tucker returning to lead another session of the popular Pen, Pad and Prompt series on Thursday evenings.

Programming for children, tweens and teens continues to be a major focus of our programming efforts. Year-round programs for young children included story-times on Tuesdays and Thursdays and Pre-school Projects/STEM Story-time on Wednesdays, regular arts and crafts programs and special programs featuring magicians, storytellers and animal programs.

Our Youth Services Librarian visits classrooms at the Harwich Elementary School every Monday during the school year, conducting story-time, story talks and promoting recreational reading, and hosts regular visits from the Laurel School. Fun and engaging programs for tweens and teens are offered on Tuesdays, Wednesdays and Thursdays afternoons during the school year, providing a safe and welcoming place for students after school.

We're delighted to report that our two Destination Imagination teams did extraordinarily well this year with the elementary school-age team taking first place in the Improv competition and our middle school-age team winning first place in the Engineering competition! Fielding these teams is a school-year long commitment for our Youth Services Librarian as the teams met weekly to prepare. Students develop their research skills and put their creativity and imagination to work while also developing their ability to work as part of a team, all skills that will help them be successful in their future endeavors.

The annual Summer Reading Program, which includes both reading and programming components, had another banner year. Students participating in the reading portion of the program logged over 3,000 hours of reading, and a record 3039 children, tweens and teens attended 80 programs. Funding from the Friends of Brooks Free Library enabled us to offer 18 special programs from outside vendors, such as Animal Ambassadors, Big Ryan's Tall Tales, and Rainforest Reptiles. Over 60 programs were provided by our Youth Services staff members this summer, including activities such as tie-dye shirts, slime-making, ladybug release, the egg drop engineering challenge, ice cream making and other creative activities. Most Summer Reading Programs end in early August but our program continues right up to the start of school. Many local parents experience a "childcare gap" in mid to late August, when they must take time off from work or press family members into service to watch their youngsters as summer day camps have ended. We want to ensure these local parents and grandparents have the opportunity to enjoy fun and engaging activities with their youngsters before they head back to school.

Friends and Volunteers

Brooks Free Library is fortunate to have a very active and dedicated Friends group and we very much appreciate their support. In addition to their First Sunday series and paying for the special programs for the Summer Reading Program, the Friends provide funding for a collection of leased books, which reduces patrons' wait time for popular books. They also purchase passes for museums and attractions, and provide supplemental funding for our VITAL program for people with vision loss. This year the Friends also funded two major facilities projects, repairing and re-upholstering 14

armchairs, a bench pad and a historic Victorian settee, and replacing all of the window blinds in the Library. With clean, comfortable seating and modern, functioning blinds, the Library is now a much more attractive and welcoming environment for patrons. The Friends are also responsible for the Books on Wheels delivery program, a service that is greatly appreciated by homebound community members. The Friends fund their activities from memberships, donations and the book sale. On-going book sale shelves are located in the lobby and the Bookstore in the basement is open for several hours each day the Library is open. The Friends welcome donations of gently used, recently published books in good condition for their book sale.

The Library also benefits from the services of many volunteers, who perform daily tasks such as shelving books and other materials, pulling items to fulfill hold requests, and shelf-reading to ensure books are in the correct call number order. Other volunteers coordinate and present programs and work on special collection management projects. We also benefit from volunteer groups as well as individual volunteers – in addition to maintaining the garden, Harwich Garden Club members provide a lovely floral arrangement each month for our main desk area, students from the SHORE program at Monomoy Regional High School visit twice a week to assist our Assistive Technology Coordinator, and a group from Community Connections visits regularly to perform clerical tasks and work on collection maintenance projects. We couldn't provide the services we do without these community volunteers and we're extremely grateful for their generosity with their time and talents!

Staffing Changes

The Library lost two long-term staff members this year, with the retirement of Staff Librarian Suzanne Martell and the resignation of Shift Supervisor Phil Inman. Suzanne and Phil were very familiar faces for patrons for almost two decades, and they are very much missed by both patrons and staff.

In addition to filling existing vacancies, we implemented a reorganization this year and a series of internal promotions resulted. Alan Caughey was promoted to Staff Librarian in February, Jennifer Pickett was promoted to Deputy Director in April, Jamie Thornton was promoted to Reference Librarian in May, Shanaz Petty was promoted to Shift Supervisor in September, and Pam North was promoted to Senior Library Technician in October. We hired three temporary Library Assistants for the summer – Kelly Depin, Christine George, and Daniel Lylerly. Kelly and Christine joined the year-round substitute pool at the end of September.

New hires for permanent positions this year this year included the selection of Kyle Brennan as a Senior Library Technician in October. Kelly Depin was selected for Circulation Librarian at the end of December. With Kelly’s start date in that position in early January, the Library is once again at full-strength at the start of calendar year 2025.

Respectfully submitted,

BROOKS FREE LIBRARY BOARD OF TRUSTEES

Linda Cebula, *Chair of the Board, and Personnel Committee*
JoAnne Brown, *Vice Chair of the Board, and Buildings and Grounds*
William Crowell, *Treasurer*
Bernadette Waystack, *Secretary*
Joan McCarty
Patricia Murray, *Personnel Committee*
Jeannie Wheeler, *Building and Grounds*

2024 BROOKS FREE LIBRARY STAFF MEMBERS

Virginia Hewitt	Library Director
Jennifer Pickett	Deputy Director
Ann Carpenter	Youth Services Librarian
Jamie Thornton	Reference Librarian
Vacant	Circulation Librarian
Suzanne Martell	Staff Librarian (until April)
Gavin Williams	Staff Librarian
Alan Caughey	Staff Librarian
Carey Sims	Executive Assistant
Carla Burke	Assistive Technology Coordinator
Phil Inman	Shift Supervisor (until July)
Shanaz Petty	Shift Supervisor
Lee Kelley	Senior Library Technician
Pam Paine	Senior Library Technician
Pam North	Senior Library Technician
Kyle Brennan	Senior Library Technician

Library Assistants/ Substitute Pool:

Olivia Appleton, Mary Baksa-Mathews, Kelly Depin,
Lauren Elliot-Grunes, Jackie Leach, Daniel Lyerly, Judy Nichols,
Pam North, and John Parker

Report of the **Trustees of the Caleb Chase Fund**

On January 21, 1899, Caleb Chase of West Harwich and one of this Town's greatest benefactors signed his Last Will and Testament. He bequeathed to the Town of Harwich Ten Thousand Dollars (approximately \$250,000 in present value) to financially assist certain residents of need. Subsequent Town Meeting actions, over a period of years, established an independent three-member Board of Trustees with staggered terms appointed by the Moderator. The Trustees were instructed by the Meeting to manage and administer said funds and to establish policies pertaining to the awarding of grants for financially qualified applicants. Grants are made payable directly to the vendors who provide the essential services in accordance with the current policies set by the Board of Trustees. In the issuance of Chase Fund grants, the Trustees utilize third parties with the Town, including the Council on Aging and The Harwich Fund, to identify and qualify eligible Town grant recipients and supporting vendors.

During the COVID-19 period, the Trustees, in response to the challenging economic conditions, previously had temporarily expanded the allowed uses of Chase Fund grants. As a result of that easing, the Trustees issued a level of grants during the crisis that was unsustainable over a longer period and thus over the past two years has acted to restore its prior allocation cap on total annual grants issued (i.e. 3% of assets as of the start of each new fiscal year) as well as re-establishing the \$800 maximum per qualifying request. During the FY '24 period, the Board issued \$9,500 in grants, an amount below average. The Trustee's forecast for FY '25 indicated an expected increase in grant requests. Improving portfolio performance allowed the Trustees, in accordance with its Policy, to raise the amount of grant funds issuance.

The Fund's assets are fully invested in a portfolio of publicly traded equity and fixed securities, employing Exchange Traded Funds (ETFs), U.S Treasury securities, fixed income mutual funds, and a small cash reserve to meet planned drawdowns. The Trustees work with the Town Finance Director periodically forwarding Trust funds to the Town which issues payment to vendors servicing qualified grant applicants. The Portfolio in FY '24 generated approximately \$13,000 in dividends and interest income, while the balance of appreciation comes from unrealized capital gains.

Chase Fund asset value at the end of FY 2024 (6/30/2024) stood at \$592,985.93. The Fund's beginning FY value (7/1/2023) was \$532,918.38. During the FY, equity markets, although lacking in desired

overall breadth, generally strengthened as investors enjoyed improving corporate earnings and signs of important gains by the Federal Reserve’s inflation fighting strategies. Amidst growing hopes for an engineered “soft landing” for the nation’s economy, the Fund’s portfolio improved over the course of the fiscal year after a sluggish first quarter. By FY’s end, it was approaching an all-time high in valuation.

The FY year ending portfolio asset mix was:

Cash	1.5%
Equities	80.1%
Bonds	16.1%
Alternatives	2.3%

Respectfully submitted,

Robert Doane, *Treasurer*
James Stinson, Esq., *Clerk*
Paul Doane, Esq., *Chairman*

Report of the **The Harwich Channel**

The Harwich Channel has completed its first full year of operation under our new name and station designation on Comcast Channel 8. We appreciate the citizens of Harwich for their support as we navigated the transition and rebranding process.

Exciting news for our department in 2025 is the planned transition of the station to high definition. Comcast and the Town initiated this process in August 2024, and we hope that by the time this report is published, the HD transition will be completed. Other noteworthy accomplishments include the addition of new furniture in the Griffin Room, Town Hall Library, and Small Hearing Room, which we hope will facilitate a more comfortable and collaborative meeting space. We also upgraded broadcast equipment at the Harwich Water Department, Small Hearing Room, and Community Center Studio.

The station is currently covering 33 out of the 36 active boards and committees in town. We hope to add the last three committees to our coverage by the end of calendar year 2025. Other highlights include informational programs from the Town Clerk, such as an election day walkthrough, vote-by-mail application process, and accessible voting seminar. We also covered wastewater forums, housing forums, the Harwich Police change of command ceremony, the Banks Street firehouse renovation, and the Conservation Trust Cold Brook restoration project.

Caleb Ladue has once again exceeded the station's previous year's video uploads on YouTube. For the 2024 calendar year, we have uploaded 397 videos with 31,004 views. In addition to Caleb's commitment to ensuring swift public access to meetings, he continues to maintain and upload agendas and minutes for the majority of the Town's boards and committees. Caleb has also been working on software updates to help facilitate easier access to public meeting information, and we look forward to the completion of these projects.

Matthew Hamilton, our part-time videographer, celebrated his 3rd anniversary with the Harwich Channel this year. He is a pivotal member of our team, and without his dedication, the station would not be able to cover the wide range of meetings. Thank you, Matt and Caleb, for your hard work and commitment to the Town of Harwich.

Our volunteers at the Harwich Channel remain our most valuable asset, and we appreciate all their efforts in bringing programming to the citizens

of Harwich beyond public meeting coverage. Dinah Lane continues to inform citizens about community events, services, and information. She also serves as the Town of Harwich liaison to the Cape Cod Community Media Center, ensuring that the Town of Harwich is well represented as a supporter of public access. Jim and Jane Fulton continue their passionate coverage of all Town Band concerts, Memorial Day, Veterans Day, and any other assignment thrown their way. Thank you, Dinah, Jim, and Jane.

As the Harwich Channel Station Manager, entering my 15th year with the Town of Harwich and 12th as department head, I look forward to continuing to serve the citizens of Harwich. Thank you for your support and the opportunity to provide the community with government-access television.

Respectfully submitted,

Jamie Goodwin
Station Manager

Report of the **Community Center Facilities Committee**

The Committee is excited to share the 24th Annual Report with our community, the Selectboard, Harwich residents, and stakeholders. The report provides an overview of 2024 and invites readers to offer feedback or suggestions on how the committee can represent you and enhance services for residents of all ages and abilities.

The Facilities Committee: The Committee meets monthly, and its members are Chair Angelina Chilaka, Vice Chair Heath Eldredge, Clerk Christina Joyce, Council on Aging Committee Representative Ralph Smith, and Recreation Committee Representative Vahan Kachadoorian. committee agendas and minutes are posted on the Town of Harwich website.

The Harwich Community Center, a 32,000 square foot facility, opened its doors in 2000. The Facilities Committee is tasked with being a sounding board to ensure the needs of all Harwich residents are met in the building that is shared by the Council on Aging, Recreation and Youth Services, the Cemetery Department, Veterans Affairs, Meals on Wheels, and the Harwich Channel. The Committee discusses and provides input into facility operations, budgets and plans that are submitted to the Town Administrator.

Building Upgrades: In 2024, several upgrades were made to the building, including the replacement of safety-conscious blinds in the activity rooms, the installation of new bleachers in the gymnasium, and improvements to some of the fitness equipment. With thanks to a generous donor, the Millie & Tip O'Neill gardens had a thorough spring cleanup for the summer season.

Fitness Center: The Center continues to provide a comprehensive and affordable facility designed to provide Harwich members 16 and older an area where they can maintain their fitness, well-being, and overall health. In 2024, the committee recommended a \$5.00 increase in the monthly fee, bringing the total to \$20.00, to help cover rising maintenance costs for the fitness rooms and staff. We are also pleased to continue offering personal training sessions with certified trainer, Jill Brown. As part of the monthly membership, Jill is available for personal training two mornings a week, providing guidance on how to use the equipment safely and effectively. In 2024, the Fitness Rooms recorded approximately 19,500 uses.

Game Room: The Game Room features two pool tables, two ping-pong tables and a foosball table, and is available to all residents at no cost.

Passport Services: The Community Center offers Passport Services by appointment which include passport application processing for in-person applicants, passport photos and assistance with passport-related questions. The certification as a passport facility is renewed every three years, and agents are required to pass a yearly exam. Our two certified passport agents, Carolyn Carey and Samantha Estabrook, processed approximately 550 passport applications in 2024.

Room Use and Options: The Community Center provides both single and annual rental options for five activity rooms, a multipurpose room, a regulation-sized gymnasium, and a kitchen (available for use under specific guidelines). These spaces are rented by individuals, clubs, and various organizations for a wide range of activities, including but not limited to, health and fitness, arts and crafts, music, games, social and service groups, special interest gatherings, and support and self-improvement programs. The Annual and Special Town Meetings and Elections are also held in the building.

Social Media: The Harwich Channel 8, and Monthly Newsletter: To keep residents informed of goings on, the Harwich Community Center staff publishes a monthly newsletter, promotes events on The Harwich Channel 8 and at the Selectboard meetings. Wide distribution of event and program flyers continues to connect our community through our Facebook page posts.

Collaboration and Programs: This year, the Community Center collaborated with Town departments, Harwich non-profit organizations, and local businesses. Program collaborations included the Council on Aging, Youth and Family Services, Health Department, Police and Fire Departments, Harwich Recreation Department, Cape Cod Theatre Company/Harwich Junior Theater, Harwich Children's Fund, and many others. In 2024, the Community Center offered the following events and programs:

- Adult Comedy Improv Night (Collaboration with Cape Cod Theatre Company/Harwich Junior Theatre)
- Free Zumba Fitness Class
- Family Clued-In Murder Mystery Scavenger Hunt
- Community Talent Show
- Cape Cod Military Museum Lecture Series
- Fun Friday Open Gym
- Hammer & Stained Workshops
- Teen Job Fair (Collaboration with Youth and Family Services)
- Harwich Animal Control Talks (Collaboration with Harwich Animal Control)
- Special Persons Dance
- Beach Blanket Bingo

- Bike Wash and Bike Rodeo (Collaboration with Bikeways Committee)
- Decorate a Duck Contest
- Imagination Stage (Collaboration with Cape Cod Theatre Company/Harwich Junior Theatre)
- Valentines Day Bingo
- Free Community Spaghetti Suppers
- Magic Show with Davey
- Duck Hunt
- Game Nights
- Lend-A-Hand Community Painting Project
- Family Dance Party
- Laser Tag
- International Women's Day
- Ex-Fed Dog Training Talk
- DIY Easter Eggs
- Composting & Living Soil Talk
- Minute – To – Win – It Game Night
- Crafts with Miss Anina
- Harwich Resource Event
- Ping Pong Tournament
- Mad Science Show
- Birds in My Closet Book Signing and Craft
- Moving to the Music with Alice
- Betty Trummel Talks
- Community Circus Picnic (Collaboration with Recreation Department)
- Circus Movie Day (Collaboration with Harwich Children's Fund)
- Youth Mobil Outreach – Homeless Prevention Council
- Slime Making
- Popsicles with the Police (Collaboration with Harwich Police Department)
- Community Yard Sale
- Health Department Cooking Class
- Kite Decorating and Flying
- Sound Dunes Concerts
- Canning 101 (Collaboration with Council on Aging and Health department)
- RV Talks with John Lamberti
- Emergency Preparedness (Collaboration with Health Department)
- Youth Clothing Swap
- Spice Talk with Linda Kelly (Collaboration with Council on Aging and Health department)
- Annawon Weeden Talk
- Halloween Boutique

- Halloween Candy & Craft Corner
- CPR Training (Collaboration with Harwich Fire Department)
- Corn Husk Making
- Cocoa & Curtains (Sponsored by and Collaboration with Harwich Children's Fund and Harwich Cranberry Festival Committee)
- Letters to Santa
- Ugly Sweater Decorating
- Winter Solstice Drum Circle

Additional Computer Stations: Three new computer stations are now available for public use. The desks for these stations were constructed and generously donated by the Chatham Harwich Newcomers Woodworking Club. The computers have quickly become a valuable resource at the Center, with people of all ages making use of them throughout the day.

Staff: The Community Center has an outstanding and dedicated team that plays a key role in the success of our daily operations, events, and programs. Our core team consists of Building Director Carolyn Carey, Executive Assistant Samantha Estabrook, and Program Specialist II Reagan Wilda. The Center is also supported by part-time customer service representatives, each working 19 hours or fewer per week - Art Steidel, Kim Fernandez, Josh Cusack, along with two new hires, Francesca Cusack, and Mary Ellen Nunes. We wish to acknowledge Daniel Steidel; he was a great asset during his several years on staff before accepting a position at Town Hall.

Volunteers Opportunities: In 2024, volunteers of all ages participated including high school students during the summer, Eagle Scouts, and retirees. Approximately 10 volunteers gave over 80 hours to the Center.

The Facilities Committee extends its heartfelt thanks to each department whose contributions are vital to the success of the building operation and services provided to the Harwich community. The Committee has pledged to explore new ways to improve the building and its offerings. It is truly an honor to work with such an engaged and vibrant community.

We look forward to continuing serving our community and welcome your input as we move into 2025 when we will celebrate the Center's twenty-fifth anniversary.

Respectfully Submitted,

Angelina Chilaka, *Chair*
 Heath Eldredge, *Vice-Chair*
 Christina Joyce, *Clerk*

Ralph Smith, *Council on Aging Committee Representative*
 Vahan Kachadoorian, *Recreation Committee Representative*

Report of the **Harwich Community Preservation Committee**

Harwich adopted the **Community Preservation Act (CPA)**, modified to accommodate the replacement of the Land Bank, effective July 1, 2005. The primary source of revenue for the Community Preservation fund is a property surcharge of 3% assessed on every parcel of taxable real estate in Harwich. Additional revenue for the fund comes from the State Community Preservation Trust Fund allocation, annually. Community Preservation monies may be appropriated and spent for **Open Space, Historic Resources, Community Housing, and Recreation purposes that meet CPA guidelines.**

The committee is comprised of 9 members: 2 Select Board appointees, and representatives from the following areas - Housing Committee, Housing Authority, Recreation Commission, Historic Commission, OpenSpace/Real Estate Committee, Conservation Commission, and Planning Board. This past calendar year, the committee will have held 13 meetings.

In anticipation of the 2025 Annual Town Meeting, the Harwich Community Preservation Committee is vetting and deliberating on 12 submitted projects seeking funding approval. Applications this year include 880K in requests in the **community housing category** from the Harwich Affordable Housing Trust and Community Development Partnership; 37K requested in the historic resources category from the cemetery commission; 700K requested in the **open space category** from the Harwich Conservation Trust; and almost 1.5 Mil requested in the **recreation category** from the recreation commission, cemetery commission, conservation agent, and the Cape Cod Tech School. This year's project requests a total of \$3,107,000.

2024 Town meeting voters supported all of the CPC recommendations for funding this past year. In addition, this calendar year the committee updated our on-line application, updated our pages on the town website, dipped into the social media world, created signage to show the taxpayers support for CPA funding, and worked on updating our grant agreements.

We hope that Town Meeting voters will support our 2025 recommendations this coming May 2025.

Respectfully submitted,

David Nixon, *Chairman*

Report of the **Council On Aging**

The Council on Aging, in this annual report to the Town of Harwich, continues to promote the mission of the Council on Aging which is to support and advocate for older adults, their families, and caregivers.

The Council serves this mission in a variety of ways. We organize or sponsor programs designed to meet a wide variety of seniors' needs including entertainment, health and fitness, socialization, nutrition, and more. We offer many services benefiting Harwich residents, including SHINE counselors who help navigate the complicated world of health insurance, attorneys who specialize in Elder Law, caseworkers from the Homeless Prevention Council, specialists in providing foot care, specialized support groups, and video conferencing technology that allows people to make appointments regarding Social Security without having to travel to the Hyannis office.

We provide free transportation to any resident who needs it to all Council on Aging programming as well as to the Family Pantry, the library, local grocery stores, and further locations as well.

Our bimonthly COA newsletter, which serves as the primary source for sharing information about COA programs and resources with the public, is mailed to nearly 2,300 homes each month. With the help of dedicated volunteers, another 200 copies are distributed to public locations around town including Town Hall, the libraries, Public Safety, and area housing complexes and medical offices. With the use of My Senior Center, we are now able to distribute the newsletter via email as well, currently reaching almost 500 people.

The COA is led by Director Julie Witas. Ms. Witas has a background in case management, program management, and healthcare research. In her time with us, she has developed wonderful relationships with our members and volunteers.

The Council on Aging could not provide the breadth and scope of programs and services without the aid of our 75 plus volunteers, who together have logged approximately 3,500 hours of service in FY24 – the equivalent of two full-time staff. Their donations of time, energy and experience make our Council successful in reaching out to the countless members of our community. We are immensely grateful for their service! To thank our volunteers for all they do throughout the year, we hold biannual volunteer recognition programs. This past year, we held a well-attended

luncheon in the Spring, and an outdoor barbeque in the Fall. Our gratitude to our volunteers pales in comparison to the work they do for the older adults of our community.

The COA has an exceptional relationship with the Friends of the Harwich Council on Aging, a 501C(3) nonprofit organization which supports programs and needs outside of the town budget for our seniors. The COA Director attends Friends meetings monthly to coordinate programs and to continue to monitor the needs our senior population; similarly, a member of the Friends attends the monthly COA Board meetings to enhance collaboration. Through their generosity, they have stepped up to purchase the equipment necessary to continue to provide quality, nutritious meals and provide services not available through the budgeting process.

Our relationship with the Department staff continues to excel. In addition to Director Julie Witas, we rely on Susan Jusell, Town Nurse, Saranya Hayward, MSW, Social Services Coordinator, Linda St. Pierre, Town Chef, Lauren Swift, Executive Assistant, Kate Seeley, Program Specialist 1, and Jen Anderson, Program Specialist 3, as well as our wonderful Van Drivers, all who are integral components to providing the services and programs that enable our seniors to be active, thriving members of our community.

The Council on Aging meets monthly, each Wednesday at the Community Center at 10:00 AM. Our posted meetings are open to the public, and we welcome any and all who share in our mission of providing comprehensive support for Harwich's senior population.

It is our honor and pleasure to assist the residents of Harwich, their families and caregivers; we thank you for the opportunity to serve!

Respectfully submitted,

Council on Aging
Richard Waystack, *Chairman*
Carol Thayer, *Vice Chairman*
Ralph Smith
John Bethel
Carol Thayer
Angelina Chilaka
Linda Roderick
Justin White, *HFD*

Report of the **Golf Department**

Cranberry Valley Golf Course celebrated its 50th anniversary in 2024! When Harwich residents voted to support the building of a golf course in the early 1970's I'm sure they had grand ideas of future success. 50 years later, I'm also quite sure that Cranberry Valley has exceeded expectations. Recently ranked as the #8 Best Public Access Golf Course in Massachusetts by Golfweek Magazine, CV has hosted a whopping 1,000,000 rounds of golf since the year 2000! In fact, 2024 was the 4th straight year of golf rounds over 44,000 when pre-pandemic averages were firm at 39,000. While there are many segments of the population served and many community events held, rounds played is a core metric of golfer participation and CV's annual round totals compare with the highest totals in the Northeast and support the claim as "the most popular course on the Cape".

The rates set by the Select Board for 2024 saw increases for adult Harwich residents' annual passes (\$50), non-resident annual passes (\$100) and Harwich young adult annual passes (\$50). There was also the introduction of a new Harwich resident daily fee of \$50, giving Harwich residents a discounted daily option to purchase an annual pass. The results for FY24 were: 782 Harwich resident passes sold, 311 non-resident passes, 50 young adult passes, 47 Harwich Collegiate passes, and 89 junior passes for a total of 1279 Annual Passes sold.

Revenue impacts from a busy year with rate adjustments for FY24 was a total general fund contribution from the golf department of \$2,248,568. The category breakdown was: \$864,246 in Greens Fees, \$253,863 in Cart Fees, \$979,571 in Annual Pass sales, \$136,363 in range fees and \$14,525 in miscellaneous revenue.

The high number of rounds and overall participation at the golf course continue to put stress on the entire facility. Increases in the annual operating budget coupled with projects on the town's capital plan will keep the golf course and its facilities in good working order in the short and long term.

The Golf Department has three major projects on the Town's 5-year Capital Plan. In FY26 there is scheduled an Irrigation Upgrade and in FY29 a Bunker Renovation. Both of these major projects have been budgeted to be paid for from Golf Department Golf Improvement Fund, which is a receipt reserve fund that accumulates currently \$115 per Annual Pass sold for major golf course projects. Appropriations from the Golf Improvement Fund are only accomplished with a positive vote at town meeting.

A third project was added to the Golf Department Capital Requests for FY30. That is a replacement of the original maintenance building at the golf course. The replacement is estimated at a cost of \$2.5 million and funding options will be considered over the next few years.

As the numbers of rounds played, passes sold and revenue was discussed above, the people and organizations served are what make Cranberry Valley a center of community involvement and a gem for local golfers. The 2024 tournament schedule at Cranberry Valley included many of the usual annual local charity fundraising events such as: Harwich Chamber of Commerce, Monomoy All-Sports Booster, Harwich Fire Association, Harwich Police Association and Nauset Hockey. CV also hosted the Cape's only Drive, Chip & Putt Qualifier where area youth may take a shot at winning their division to advance to a regional qualifier and eventually to the finals at Augusta National the week before the Masters Tournament! Also, in the special events for the youth category were events for the NEPGA Junior Tour and the Cape Cod Junior Golf Association. The golf leagues administered by pass holder associations continued to have very well subscribed weekly league play and special events such as Member/Member and Member Guest tournaments.

A highlight for the 2024 season at Cranberry Valley was the hosting of a State Championship. Mass Golf offered to help CV celebrate its 50th anniversary by hosting the 41st Massachusetts's Mid-Amateur Championship, and a celebration it was! September 3-5, many of the best golfers in the state met at CV to compete for the coveted title. Jake Ratti, playing out of Wollaston Golf Club, holed out a 50-yard bunker shot on the final hole of the event to win the title and tie the CV course record in dramatic fashion!

Youth player development is among the highest priorities of the golf department. Our flagship program, the First Tee, is a national program that is administered by Mass Golf. It runs programs in the spring and fall exclusively for students and Monomoy Middle School. The summer program is open to all registrants. The program uses the game of golf to teach life skills. All 3 sessions this year were once again filled to capacity. Retired Monomoy Middle School Band Teacher, Gordon Napier, has taken the role of head coach of the CV program and the program continues to thrive under his leadership.

The other major junior golf initiative available to kids in the summer is PGA Junior League. This program, run by our PGA Head Professional Dick Fagan and, in its 9th year at CV, takes a "little league" approach to golf. Instead of traditional youth clinics that focus on grip, stance, posture... in PGA Junior League you put on your numbered team jersey and go right

into a match with another town course. The idea is to start with the team, high-fives and fun, and they'll want to learn more. It works. July evenings where CV hosts matches are full of families following to support the kids, laughing and cheering, maybe some running in the golf course sprinklers... it's fun! It has also become a feeder for our seasonal staff, as many of the young people who work at the course in the summer have learned their passion for golf in the PGA Junior League program.

Cranberry Valley continues to benefit from its license agreements with local business partners, Miller Golf Coaching (just completed its 8th year at CV) and Jake Rooney's (just completed its 3rd year at CV). A vibrant part of the golf operation, we thank them for their efforts in helping play an important role in the Cranberry Valley golfing experience.

A golf course and the facilities to support it are nothing without passionate and expert staff. Golf course superintendent Shawn Fernandez, his assistant Rob Donovan, and their full-time and seasonal staff have taken the golf course that was conceived by esteemed architects Cornish & Robinson and defined it as one of the best conditioned courses in South-East Massachusetts. PGA Professional Dick Fagan, already mentioned for his work with the PGA Junior League, runs the leagues & tournaments at CV with professionalism and fun. He also trains and oversees seasonal operations staff with a focus on customer experiences. Mike Serijan, executive assistant, oversees pro shop operations, all computer systems and does the accounts receivable/payable for an over two-million-dollar golf operation with expertise. CV is so fortunate to employ many talented seasonal retirees and students who all add greatly to the Cranberry Valley experience.

As Cranberry Valley takes on a new half-century in 2025 it will surely continue to create new golfers, engage existing golfers, be a place where Harwich residents find friendship, recreation, comradery and challenge. With the state of the golf course currently and its future plans it can look forward to maintaining its place as a jewel in the town of Harwich.

Respectfully submitted,

Roman Greer, PGA
Director of Golf

Report of the **Harwich Cultural Council**



Funding Our Creative Community

The Harwich Cultural Council (HCC) is a town-appointed committee with the goal of enriching the cultural lives of our citizens. We are one of 329 local councils who are charged with allocating grant funds for community-based projects, as well as ticket subsidies for our students and seniors to theaters, museums, and educational venues in the arts, humanities, and interpretive sciences.

The HCC is annually funded in part by the Massachusetts Cultural Council (MCC) and by the Town of Harwich. Additionally, HCC fundraising and private gifts provide us with discretionary monies that can be used for programs, activities, and events that meet MCC and HCC criteria.

Committee

The Harwich Cultural Council must have a minimum of 5 and a maximum of 9 members. At the time this report is being written, there are eight active members with one vacancy. As we have term limits of 6 years of service, there will be several vacancies anticipated in the coming year. And as circumstances can change for any member, we are always looking forward to encourage people to apply for appointment. We welcome interested residents to consider joining us and we are particularly interested in diversifying the make-up of the council with a wider background of perspectives regarding age, race, gender and cultural background. The Cultural Council meets monthly, presently on the second Thursday of the month at 4:00 p.m. in the Creative Suite at 204 Sisson. Currently the officers of the Council are Chair Bernadette Waystack, Grants Coordinator Sharon Moore, Secretary Dinah Lane and Treasurer Christine Banks. Members at large are Victoria Brown, Pam North, Jackie Leach, and Nina Schuessler.

Highlights of the Past Year

On January 26, 2024, we celebrated the first anniversary of our dual designations of the Harwich Center Cultural District and the Harwich Port Cultural District. Our collaboration with the Harwich Cultural Affairs department and Director Kara Mewhinney continues to strengthen and benefit the economic growth of the cultural sector in Harwich.

This year the council is undertaking the work needed to create a position of Youth Representative. While not a requirement, the Mass Cultural Council encourages the input of young residents' voices and we are eager to explore this addition.

FY25 Grant Awards

The total number of applications this past year was 22. After careful consideration and scrutiny, applying our criteria to all proposals to evaluate for the best benefit to our community, the following projects were awarded grants for FY25

1. Beyond the Bounds.	\$1000
2. Painted Soul Lounge.	\$610
3. Link Up Program, Monomoy Schools	\$1000
4. CCMNH Coastal Explorer STEM program	\$1000
5. Cape Community Orchestra.	\$1000
6. Chatham Chorale.	\$750
7. Chatham Fiddle Orchestra.	\$600
8. Julia Cumes, Invisible Threads.	\$500
9. The Power of Collective Healing in Justice.	\$500
10. Guild of Harwich Artists Make It and Take It.	\$500
11. Harwich Junior Theatre From Page to Stage.	\$1500
12. Movimento Project 10th Year.	\$500
13. Kim Moberg, Seven Fires Prophecy.	\$800
14. Movement Arts Cape Cod Fair	\$1000
15. Outer Cape Chorale.	\$700
16. Judith Partelow, Try Your Hand at Poetry	\$250
17. Pleasant Bay Community Boating Speaker Series.	\$1000
18. Art & Justice Big Read	\$500
19. Cordial Eye Learning Lab	\$500
20. Cultural Center Rise and Shine	\$1000
21. Harwich Council on Aging	\$670
22. Puppets, Paul and Mary.	\$550

Goals for 2025

- We will finalize the procedure and policy for future appointments of a Youth Representative to the HCC
- We will continue to review our guiding priorities, revising them as needed, so that there is the utmost transparency of expectations for grant applicants.

PLEASE NOTE: Our final meeting will be held on June 12, 2025. It is our yearly grants reception showcasing this year's recipients. The public is cordially invited to save the date and join us.

Respectfully submitted by:

Bernadette Waystack, *Chair*
Harwich Cultural Council

Report of the **Harwich Health Director**

The 2024 annual report is respectfully submitted to the Select Board and the residents of Harwich as a summary of events, accomplishments, and gratitude to staff for yet another remarkable year in public health. The Health Department is vital in maintaining a safe and sanitary community through the incorporation of Federal, State and Local laws and regulations. As the needs of the job shift frequently, we adjust accordingly and continue to provide excellent service. The Health Department is responsible for the protection of food supply through inspections of restaurants and other food establishments, inspections and permitting of septic systems, disease control including timely reporting and response to communicable diseases, inspection of pools, beaches, and camps; enforcing no-smoking laws; developing, testing, and building awareness of emergency preparedness plans for a wide range of hazards; as well as a wide array of other responsibilities.

In 2024, the Health Department took on two new food insecurity initiatives to help our residents combat this growing need: The People's Garden and The People's Fridge.

The goal of the community fridge was a collaborative initiative with the help from the Town of Eastham Health and Conservation Agent, Hillary Greenberg Lemos and Carolyn Carey, Harwich Community Center Director. The Goal of the People's Fridge is to aid food security by providing ready-to-eat grab and go meals for anyone in need. The People's Fridge is centrally located inside of the Harwich Community Center and is stocked periodically through grant funding secured by the Health Department and donations collected through our non-profit partner the Harwich Chamber of Commerce. Grants and Food donations for 2024 came from Shaw's Supermarket, Cape Cod United Ways, Food for Kids, and the Barnstable County Extension.

The People's Garden was a collaborative initiative we were able to build with the help of Amy Usowski of The Harwich Conservation Department, Kara McWhinney of the 204 Municipal and Cultural Building, various members of Harwich DPW, and special programming in the garden was Ashley Symington, Director of Youth and Family Services with the assistance of Teddy. The People's Garden will provide free, healthy food items, teach residents to manage a garden at home, to help aid in self-sustainability, and create better access to food. In addition, we hope to promote mental wellness by being outdoors and getting involved in community service, as

well as offering multi-generational education and engagement through our volunteer opportunities and community events, all while providing a free source of produce for the People’s Fridge. For the first year, the Health Department has had the privilege to have an AmeriCorps service member, Emrys Odell, who is building the education platform and creating a planting map for our garden. In 2024 grant funding for The People’s Garden was secured through Cape Cod 5 Foundations.

The Health Department and Conservation Department teamed up to host the 1st ever Health and Environment Fair. The Health and Environment fair was held at the 204 Municipal and Cultural Building, hosted over 30 various health and environmental focused vendors, partnered with the Conservation event Tour de Trash which had over 100 participants. We hope to continue and grow this event in 2025.

The Health Department has also enrolled in the FDA Food Standards. The Retail Program Standards are intended to reinforce proper sanitation (good retail practices) and operational and environmental prerequisite programs, while encouraging regulatory agencies and industry to focus on the factors that cause and contribute to foodborne illness, with the goal of reducing the occurrence of those factors. In support of this goal, the FDA works cooperatively with our state, local, territorial and tribal partners, using a risk-based approach to leverage limited resources. The Retail Program Standards represent an important component of a comprehensive strategic approach to help ensure the safety and security of the food supply at the retail level.

REVENUE

The following is a summary of statistics and programs overseen by the Health Director. The following permits were reviewed and issued by the Health Department:

TYPE	CURRENT FEE	#ISSUED
Food Service Establishments	\$10-250	107
Hotels/Motels	\$75	6
Rubbish Haulers	\$125	9
Swimming Pools	\$125	27
Disposal Works Installers	\$125	76
Manufacture of Frozen Dessert	\$50	5
Milk & Cream	\$10	17
Funeral Directors	\$50	2
Mobile Food	\$100	13
Event Food Permits	\$50	52
Massage Therapist	\$50	1
Massage Establishment	\$100	1

Septage Carriers	\$125	22
Catering	\$100	2
Well Permits	\$60	16
Sale of Tobacco	\$75	14
Recreational Camps	\$75	3
Stable Permits	\$30-50	26
Sewage Construction Permits	various	166
Real Estate Transfer Inspections	\$110	273
Test Holes/Perc Tests	\$110/lot test holes	83
Trench Permits	\$30	81
Beach Operators	\$50	39
Title 5 Inspector Registrations	\$125	22
Utility Installers	\$125	21
Board of Health Hearing Filing	\$125	20
In-House Variance Filing	\$125	10
Waivers	\$125	7

The total 2024 department revenue came to \$115,617.00

PROJECTS AND PROGRAM DEVELOPMENT

Technical Assistance to the Board of Health

The Health Director prepared 29 cases for discussion and/or hearings presented at 8 Board of Health regularly scheduled meetings, and 1 additional special meeting, for a total of 10 Board of Health meetings held in 2024.

- 8 Public Hearings were held
- 2 Special meeting were held
- 6 Work Sessions were held
- 2 Variances were reviewed in accordance with Harwich Regulation 1.210
- 6 Variances were reviewed in accordance with Title 5 310 CMR 15.211
- 2 Variances were reviewed and accordance with Title 5 310 CMR 15.214- 15.216
- 4 Variances were reviewed in accordance with Title 5 310 CMR 15.243
- 2 Variance were reviewed in accordance with Title 5 310 CMR 405(1)(B)
- 1 Hearing was held to discuss a variance request from 248 CMR 10.10 Table (1) of the Massachusetts Uniform State Plumbing Code
- 1 Appeal of Violation Order Massachusetts Regulations Title 105 CMR 410.200
- 1 Show Cause Hearing was reviewed in accordance with Violations of 105 CMR 410.00

- 9 Filings were submitted and reviewed for Reconsideration of Previously Approved Variance Conditions
- 1 Application for Definitive Subdivision was reviewed in accordance with Harwich Regulation 1.211
- 3 Presentations were held during Public Comment
- 1 Temporary Event permit application fee (\$50.00) was waived
- 1 Food Establishment License Fee (\$50.00) was waived
- 1 Joint meeting was held to discuss a blanket extension for sewer connection
- Various discussions were held with regards to increasing Bedroom Count for Sewer Connections if Innovative/Alternative Technology is Provided
- Various discussions were held with regards to Revisiting the Bedroom Definition
- Various discussions were held with regards to Well Regulations

Community Development Programs

Project Review:

- 155 Disposal Works Construction Permits for the installation of septic systems
- 79 Sewer Connection Permits
- 277 Septic System Inspection Reports for Real Estate Transfer
- 37 Board of Appeals projects
- 33 Planning Board projects
- 194 Building permits
- 14 Well permits
- 87 Trench permits

The Health Department is one prong of the Community Development Team, who meet every Thursday morning. The team met with many applicants in person to review proposed projects and answer general questions. These meetings are a great opportunity for both the Town and the Public to work openly and efficiently together.

Community Sanitation Programs

Bathing Beach Program

The results of water quality sampling from the 2024 bathing season indicate great water quality for beaches on Cape Cod. Beaches were a safe, outdoor activity for the public during the summer. A significant amount of regional effort goes into this program through the cooperation of the Barnstable County Department of Health & Environment. The County provides staffing and obtains funding for all the town's marine beach monitoring and provides freshwater monitoring at no charge.

Bathing Beaches are mandated to be tested for two different types of fecal bacteria: Enterococcus in marine water, and E. coli in fresh water. These two bacteria are considered indicator organisms, which, as their name implies, are used to “indicate” the presence of conditions that have the potential to cause illness. Their increased presence in recreational waters suggests that other harmful organisms and viruses might be present. Barnstable County utilizes seasonal beach sampler/analysts to collect and analyze weekly beach water samples for these indicator species.

In 2024, 374 Public water quality samples were taken at 36 individual Harwich beaches, including 24 public beaches and 12 semi-public beaches. Of the Town’s 376 samples, 10 exceedances were reported. Each exceedance was re-tested and passed the next day.

The Cape Cod Local Health Agent Coalition and Barnstable County Health Department continue to work together to address growing concerns regarding Cyanobacteria. Through this collaboration we were able to obtain uniform signage for bacteria advisory and closures as well as, how to better communicate these advisories to the community. Barnstable County Health Department is still trying to secure funding to add testing for Cyanobacteria at some of our freshwater bathing beaches. This added testing is not guaranteed, as it is subject to available funding. There are not any Algae specific standards set by the State. The Health, Conservation, and Natural Resource Departments continue to work with the Association to Preserve Cape Cod (APCC) for continued cyanobacteria monitoring in Harwich.

Food Program

In 2024, the Health Department issued a total of 144 food permits, including 14 food truck permits, and conducted over 225 inspections of food establishments across the Town of Harwich. Additionally, permits were issued for 54 events throughout the year, with inspections carried out to ensure health and safety compliance. Notable events include the new 204 Market, the Harwich Cranberry Festival and Craft Fairs, Circus Smirkus, Cape Cod Senior Baseball Classic, 3 on 3 Basketball Tournament, ROAR, Fin Fest, WOMR Rockin’ Picnic, Tacos and Tunes, Cape Verdean Festival, Quilt Show, Pugfest, United We Dance, and the annual Toast of Harwich. Harwich also welcomed two new year-round businesses, Milano’s Italian Restaurant and Dairy Queen, which is under new ownership, as well as exciting additions to local events such as Bagel Hound, RDA Catering, My Go To Bars, and Special Friends Café. We wish them all continued success in the coming years.

Throughout the year, the Health Department hosted and collaborated on a variety of food safety education initiatives. These included a Healthy Cooking Demo for Seniors at the Cape Cod Tech School Culinary Program,

as well as community classes like Healthy Cooking for 1 or 2, Spice It Up, and Canning Safety 101. Additionally, we offered ServSafe, Food Handler, and CPR/ChokeSaver courses for food establishment staff. We are excited to expand our programming and community outreach in the coming year. Looking ahead, we are excited to launch our new Food Excellence Awards to recognize establishments that go above and beyond in food safety. These outstanding establishments will be honored with a certificate from the Health Department at the Board of Health meeting in January 2025. Award winners will be determined through a point system based on random inspections conducted throughout the year.

Recreational Camps for Children

The Health Department oversees the licensing and inspection of all Recreational Camps for Children within the Town. This responsibility involves ensuring compliance with a broad set of regulations and requirements, making it a detailed and time-intensive process. In 2024, three camps submitted applications for permits: Pleasant Bay Community Boating, Nike Lacrosse Girls Camp, and Seacoast United Summer Soccer Camp. Pre-operational inspections were conducted at each camp alongside the Camp Director before the camp season began.

We strongly encourage all parents and caregivers to verify that the Summer Camps their children attend are licensed by the Town where the camp is located. Licensed camps are required to adhere to strict health and safety standards, including background checks for counselors and volunteers, maintaining appropriate camper-to-counselor ratios, meeting medical and vaccination requirements, and having emergency contingency plans in place.

Semi-public Swimming Pool Program

In accordance with State regulations, all semi-public swimming pools must obtain a permit from the Health Department. Among the fifteen facilities, all were successfully permitted, encompassing a total of 27 swimming pools and spas. These facilities have consistently demonstrated a strong commitment to health and safety standards, earning trust for their adherence to all required regulations. In 2024, Health Department staff conducted a total of 48 inspections across these facilities.

Stables and Animal Health

Harwich Board of Health Regulations requires inspection and permitting for all stables (keeping of horses). Manure management, cleanliness of stall and paddock, vector control, animal health and safe water supply are all essential parts of a well-managed stable. There are currently 23 permitted sites in town, residential and commercial, that house 127 horses. Animal Control Officer, Jennifer Harrington conducts our stable inspections, and we look forward to a continued collaboration with her for years to come.

Weights & Measures

The Town of Barnstable continues to serve in the capacity of sealer of weights and measures for Harwich to fulfill all our required device certification and measuring, file annual reports with the Commonwealth, and respond to consumer complaints. This program is operated at no cost to the Town in exchange for the device inspection fees being collected by the Town of Barnstable.

Community Health Programs

Nursing Programs

The Health Director manages the service contract with the Visiting Nurses Association. This contract covers maternal-child care visits for first time mothers; communicable disease investigation and reporting requirements; and monthly childhood immunization clinics for uninsured residents and our public vaccination clinic. My sincere thanks go out to the entire program for their assistance.

The Barnstable County Department of Health and Environment Public Health Nursing Division assisted with our employee flu clinic. My sincere thanks go out to the entire program for their assistance.

As always, our Town Nurse, Sue Jusell, has been an immense help all year round. I would like to thank her for continued coordination and support.

A very special thank you goes out to both our Public Safety and Public Works departments for always being available to assist in any way possible with all our clinics. The amazing services that were provided to residents would not have happened without their continued support and assistance.

Emergency Management

We have been working with our Emergency Planner Elisabeth Haskell to fill the vacancies in our Public Health Emergency response team. I would like to thank and acknowledge Town Administrator Joseph Powers, Assistant Town Administrator Meggan Eldredge, Fire Chief David LeBlanc, Deputy Fire Chief Craig Thornton, Police Chief David Guillemette, Deputy Police Chief Kevin Considine, and their entire departments. Harwich is one of the few towns who always consistently work well as a team. I would also like to thank Elisabeth Haskell, our Emergency Nurse Planner, for all her hard work and expertise.

Comprehensive Wastewater Management

We continue to monitor the progress of the Phase two sewer connections. Phase three has begun construction, and the Wastewater Department will continue to update residents of important details surrounding this project.

The Health Department will continue to review the sewer connection permits and ensure the abandonment of the septic systems comply with 310 CMR 15.00 The State Environmental Code.

CLOSING REMARKS

Health Department staffing remained unchanged for 2024.

It has been a pleasure so far to continue to work with my peers and community members to learn more about the programs currently offered and how we may be able to expand our services to meet the needs for the residents of the Town of Harwich.

Meredith Ballinger continues to be an asset to the Harwich Health Department; she has been an excellent sounding board continues helping us form valuable working relationships with other Health Departments and County members. Meredith's insights on Public Health topics and commitment to this department are an invaluable resource to our community.

Our Health Inspector Jennifer Singleton has been taking the lead on the FDA Food Standards. Through this program Jennifer's goal is to build stronger education and training opportunities for our food establishments as well as engage the community in food safety education. Her desire to learn and grow professionally makes her a leader in this field, we are lucky to have her.

Executive Assistant Stephanie Johnson has truly mastered her role in the Health Department. She adapts quickly to change and always goes the extra mile for anyone needing assistance from her. She has built up our social media presence which has been a valuable tool in sharing important public health messaging. Stephanie is a critical member of our team, and we are grateful for her.

The Health Department will continue our long-standing tradition of exceptional service based on trust, transparency, consistency, and hard work. I wish everyone a safe, happy, and healthy year ahead.

Respectfully submitted by:

Carrie Schoener, R.S, C.H.O., *Health Director*
Meredith Ballinger, *Senior Health Agent*
Jennifer Singleton, *Health Inspector*
Stephanie Johnson, *Executive Assistant*

Report of the **Harwich Recreation & Youth Department – Recreation & Youth Commission**

The Town of Harwich Recreation & Youth Department and Commission has had a very productive and active year of programming and town services. We continue to offer a busy and varied slate of Recreation programming for youth, adults and seniors for the Town of Harwich. We have significantly increased our program offerings over the past year with emphasis on even more programming for pre-school age children. We had a fully staffed, and successful, summer beach season, along with swim lessons, day camp, tennis lessons and various other activities for all ages. We continue to work on town projects on Recreation jurisdiction properties including the resurfacing of more pickle ball courts at Brooks Park, new fencing at Senior Memorial Field, the purchase of AED devices for all town beaches, and the construction of a restroom facility at the Softball Field Complex. We are currently working securing funding through the Community Preservation Committee to complete the new restroom project at Sand Pond, a new infield at Brooks Park Baseball Field, and a shade structure for Veterans Memorial Field Complex.

We continue to use both the Community Center gymnasium and 204 Gymnasium for a variety of youth and adult programming. These facilities have proven to be an invaluable resource to the Department and it's day to day program functioning.

We look forward to the upcoming year and the continued expansion of programming for all, enhancement of facilities, and the promotion of wellness for the citizens of the Town of Harwich.

With our youth program significant expansion over the past year, we have seen over a 25% increase in youth program registrations. This has also been aided by our new MyRec online system. Participants can now register online for any Recreation program or facility request. In addition to all of our youth programming, we have offered the following adult/senior programs.

Adult/Senior Programs Offered:

Adult Volleyball

Over 55 Basketball

Pickle Ball Instructional Classes

204 Indoor Pickle Ball

Brooks Park Outdoor Pickle Ball

Adult Table Tennis

Senior Walking Club
Senior Sit and Fit Class
Adult 204 Open Gym

Adult Billiards League
Overcoming Obstacles Adult Fitness
Adult Basketball League

Other Programs Sponsored:

Community Center Easter Event	Harwich After-Prom Event
Community Center Halloween Event	Harwich Town Band

The following deposits were made into the Town’s General Fund this year:

Summer Recreation Program Fees	\$11,100	10% increase from 2023
Daily Beach Parking Passes	\$83,220	9% increase from 2023
Beach Sticker Sales	\$351,425	4% decrease from 2023
General Fund Program Fees	\$12,200	19% decrease from 2023
Food Vendors for Town Beaches	\$13,300	21% decrease from 2023
Beach Parking Violations	\$40,800	214% increase from 2023
Fishing Tournaments	\$2,000	even with 2023
Total	\$514,045	3% increase from 2023

The Recreation Department is responsible for the Town beaches, parks, ball fields, and memorial squares. We thank the Harwich Mariners for all they have done to facilitate Whitehouse Field, one of our Town’s finest assets, as well as, the Cape Cod Senior Softball League for their continued contributions to Potter, Bassett, and Senior Memorial Fields.

All of our Summer Seasonal Staff is American Red Cross certified in CPR and First Aid for the Professional Rescuer. Lifeguards are also fully certified in Lifeguard Training. Our Water Safety Instructors have both Lifeguard Training and Water Safety Instructor Certifications. Our staff consisted of the following seasonal employees: Beach Supervisor, Assistant Beach Supervisors, Waterfront Director, Lifeguards, Gate Attendants, and Parking Enforcement Officers. Through the Recreation Department Revolving Fund we also employ Playground Camp Director and Playground Camp Counselors. We would like to thank all of our summer staff for their hard work and dedication to a safe and successful season again this past year.

Also many thanks to the Community Center Staff who work tirelessly every day to make the building a success: Community Center Director, Carolyn Carey; Channel 8 Director, Jamie Goodwin; Council on Aging Director, Julie Witas; and all their staff members for their continuous contribution and cooperation with all of our programs. We would also like to thank 204 Director Kara Mewhinney for her aid in making the Recreation Department a success. Thank you to the Community Center

custodians and Facilities Director, Sean Libby for keeping the building a safe and clean environment for the Recreation Department to function within.

We would like to thank the following people for their continued support: Town Administrator, Joseph Powers; Assistant Town Administrator, Meggan Eldredge, and their Administrative Assistants. Thank you to the Harwich Highway Department, Harwich Selectboard, Harwich Police Department, Harwich Fire Department, the Harwich Finance Team, and all other Town Departments that are essential for our day-to-day and long-term operations.

Some other groups that have made significant contributions to the Recreation Department include: Community Preservation Committee, Harwich Town Band, Friends of the Harwich Youth, Friends of the Harwich Community Center, Friends of the Council on Aging, Harwich Garden Club, Harwich Evening Women's Club, Harwich Chamber of Commerce, Monomoy School District, the Harwich Youth Counselor, and the Harwich Pickle Ball Group.

We extend our thanks to all of the Recreation Staff: Director, Eric Beebe; Elaine Banta, Phyllis Cudmore, and John Losey. We appreciate the work of all of our part-time and seasonal employees and volunteers that make our programs run smoothly.

Finally, we thank the citizens of Harwich who continue to support the many programs provided annually. Without their commitment to our activities and services provided, we would not be able to continue to provide the quantity, variety, and high level of recreational opportunities to the youth and adults of the Harwich Community.

Respectfully Submitted by,

The Harwich Recreation & Youth Commission

Vahan Khachadoorian

John Mahan

Frank Crowley

David Nixon

Phyllis Thomasson

Leah Mercurio

Brian Wentworth

Report of the **Harwich Town Band**



The word that comes to mind for the 2024 season of the Harwich Town Band is “growth.” During the summer season, the band boasted fifty-five players that performed to audiences of several hundred people. Additionally, the musicianship of the band grew tremendously playing some very difficult arrangements of time-honored scores.

Starting in March, the band returned to 100 Oak St after a short winter’s break, set up in the multi-purpose room of the Harwich Community Center, and began rehearsing for their successful 49th season. Again, the helpful and organized employees at the community center were accommodating and friendly and made the rehearsal process enjoyable for all involved.

The band played at the Memorial Day Ceremony and the Cape Cod Technical High School graduation. Dodging many rainy summer evenings, the band played nine of their scheduled ten concerts with only one cancelled due to an oncoming storm.

The band brought back music from years gone by like “What I Did For Love” from “A Chorus Line” as well as the “Radetsky March.” A number of new scores were purchased to the delight of both musician and audience. Arrangements such as “Willy Wonka and the Chocolate Factory,” “Disney March Spectacular” and “Songs of the Carpenters” were just a few of the new pieces added to the band’s extensive music library. Special soloist and Harwich resident Bruce Stott played “Tuba Solo Pomposo” marvelously, and a crowd-favorite vocal version of “Old Cape Cod” was arranged and sung by Beverly DiPaolo, also a town resident and recently retired music teacher.

With the passing of the third Harwich Town Band conductor Peter H. Cobb in December of 2023, the band held a memorial concert on July 16th in his honor. A number of special touches were included in the concert

such as the Harwich Women's Chorus led by Marcia Hempel. The talented chorus sang a poignant version of "Homeward Bound" and joined the band in "America the Beautiful." The band played "Sleigh Ride" by Leroy Anderson as a nod to Maestro Cobb's adoration of Christmas. In attendance was Peter's family from both the Boston area and South Korea as well. The family was given honorary Harwich band hats and were extremely touched by the special performance.

The season continued in September with more rehearsals for the Veteran's Day Ceremony in Evergreen Cemetery and the Harwich Port Christmas Stroll at TD Bank. One of the biggest and most well-attended concerts was the band's 49th Annual Holiday Concert on December 10th at the community center. New pieces such as John Lennon's "Happy Xmas" and Elvis Presley's "Blue Christmas" were big hits. During "A Christmas Festival," musician Linda Hladek, traded in her saxophone and played the Schellenbaum also known as a Jingle Tree while the audience watched enthusiastically. The Uke-Clectics, a ukulele group joined the band in a remarkable performance of "Mele Kalikimaka." Many of the pieces received extended applause especially those featuring soloists Mark Paradis on trumpet, Lonny Gisetto on alto saxophone and Corey Russo on both piano and bells. Coordinated by Rhonda Paradis, the band members and its supporters hosted an intermission that included wonderful homemade holiday treats and drinks.

Peter de Bakker continued as the Harwich Town Band president, Cynthia Maritato Shick as secretary and Del Borah as treasurer. Vincent Stamboni continued the organization of the band's music library. Tom Jahnke, the fourth full time musical director of the band completed his fifth year as conductor.

The Harwich Town Band is extremely excited about 2025 for it will be the band's 50th Anniversary! From its humble beginnings playing just two songs on a horse-drawn hay wagon at the 1975 Harwich Independence Day parade, the band has come a very long way performing more than 500 performances at Brooks Park, the Harwich Community Center and venues all over Cape Cod and the Islands during the past five decades.

Special thanks to The Harwich Channel, especially Jim Fulton for filming nearly all performances of the band and putting them on the Harwich cable channel and YouTube. Rehearsals for the 2025 concert season begin on March 4.



The Board of Directors and the Harwich Town Band would like to express their appreciation to:

- Eric Beebe and the Harwich Recreation and Youth Commission
- Carolyn Carey and the Harwich Community Center Staff
- The Harwich Department of Public Works
- Harwich Town Administrator, Joseph Powers
- The Harwich Board of Select Persons
- Jim Fulton and The Harwich Channel
- The Harwich Cultural Council
- Cyndi Williams and The Harwich Chamber of Commerce

Respectfully submitted,

Tom Jahnke, *Conductor*
and the Harwich Town Band Board of Directors

Report of the **Harwich Youth and Family Services**

The focus of Youth and Family Services throughout 2024 was expanding programming available to the Harwich community. We engaged with collaborative efforts amongst town departments, Monomoy schools, and with our community partners to accomplish this. New programs were developed for implementation over the course of the 2024-2025 school year. Individual counseling services continued to be provided for youth up to age 24 as well as parent/grandparent/caregiver coaching supports.

January 2024 ushered in a new year with some new programming designed to meet needs that had been shared during the first six months of Director Ashley Symington's being at the helm of the department. Yarn Crafting for Teens was run in collaboration with Brooks Free Library as an afterschool opportunity for high school teens to engage in knitting, crocheting, and other yarn crafts in a safe space where participants were invited to engage in conversation or simply enjoy some quiet time. A workshop on Understanding Anxiety was presented to community members to support gaining a deeper understanding of what anxiety is and what can be done to manage it.

The Parent Workshop Series begun in November of 2023 continued in 2024. January's chat was on Navigating Serious Talks. In March, participants learned about Grandparents Having the Tough Conversations. April was Crafting a Solid Foundation in a Parent-Child Relationship and the final workshop was held in May with the topic of Is That REALLY a Big Deal?.

Girl Power! continued to run under new stewardship in the spring of 2024 in partnership with the Council on Aging. A group of seven third grade girls from Harwich Elementary took part in the program run over the course of six weeks. Activities were designed to help participants build self-confidence, body-positivity, kindness, and compassion. Participants engaged in activities along with COA volunteer mentors for a wonderful intergenerational experience. The program was run again in the fall of 2024 when five third grade girls participated. A new addition to the volunteer mentors for this running of Girl Power! were our female firefighters/paramedics from Harwich Fire Department and our female police officers from Harwich Police Department, making Girl Power! a truly intergenerational program.

Life Skills Series was a program running over the course of nine weeks for high school teens to develop skills needed for independent functioning.

Each week featured a different topic, many with guest speakers including Harwich Fire and Police regarding safety; Kathleen Shine-O'Brien from Sharing Kindness who spoke about grief; Sue Bourque from Cape Cod Cooperative Extension who spoke on nutrition; Harwich town clerk, Emily Mitchell, joined us to speak about registering to vote and participating in various types of town meetings and elections; Andrea Merianos, Melissa Marder, and Chris Cataldo from the Cooperative Bank of Cape Cod who presented on managing finances; Harwich community member, Charles Gruszka who presented on parenting; and Harwich Chamber of Commerce director Cyndi Williams with a guest, Cat Wilson from MassHire, who spoke about interviewing and job skills.

Building Confidence Through Art is an art therapy program developed for middle school students to support increasing confidence in self through the creative experience of making art. This five-week program was run twice in 2024- in the spring and in the fall.

Coping Skills Group was a five-week group for elementary school students to learn about coping skills. Each of the five weeks covered a different type of coping skill. Participants created an index card-sized Coping Skill Card with their favorite skill learned each week.

The Teen Summer Job Fair was developed in collaboration with the Harwich Community Center and created an opportunity for teens to come and meet with local businesses and organizations with available jobs. Teens had the opportunity to meet with business owners/business representatives and complete job applications. Several teens were hired by local businesses at the event.

Connect and Grow! was developed to run throughout the summer of 2024 as a weekly story program supporting family connections and environmental wellness. Taking place in the People's Garden created by the Harwich Health Department, a different story and paired activity was provided each week in July and August.

In order to support making connections with area families and preschool providers, Harwich Youth and Family Services began co-managing the Preschool Support Program with the Harwich Council on Aging for the 2024-2025 school year in preparation for taking over complete management at the end of the school year.

Creative Collaboration is an art program for high school teens created in collaboration with The 204 and several artists with studio space there that was further developed in 2024. Grants for running the program were obtained from the Harwich Cultural Council and the Arts Foundation of Cape Cod.

Building on January's Understanding Anxiety, the Understanding Mental Health series expanded the topics of conversation on mental health topics beginning in September. This monthly series will continue to run through June 2025 covering a different topic each month. Topics covered in the fall of 2024 included Disaster Preparedness from a Mental Health Lens; Understanding School Anxiety and Avoidance; Understanding ADHD; and Understanding Trauma.

Raise 'em Up! began in September 2024 and will continue through June of 2025. This program expanded the Parent Workshop Series. A monthly series covering topics supporting caring for and raising children and teens, the 2024 dates included topics of Let's Talk Self-Esteem, Self-Confidence, and Self-Worth!; Building, Maintaining, and Repairing Connections with Children and Teens; BIG Emotions! What Are They and How to Navigate Them; and Limits and Boundaries- Why They Matter.

Managing ADHD was a brand new program introduced in October to meet the identified need for supports for middle school students with ADHD. This group met for six weeks and provided an opportunity for participants to build an understanding of what ADHD is/isn't and to develop strategies for managing it.

Beginning in September, a Grandparenting Support Group has been offered to support grandparents raising grandchildren. This support group meets once a month with two available times, day and evening, for grandparents to choose from.

Short-term individual counseling was offered throughout 2024 and provided over 200 individual sessions to youth up to age 24. Parent coaching was also provided. Referrals to area agencies and organizations continued to be offered. The approach used for individual counseling is integrative and pulls from many different theories and models of counseling to be able to provide a tailored approach that meets each client's unique needs and includes elements of cognitive-behavioral therapy, solution focused therapy, and animal-assisted therapy provided in partnership with canine co-counselor, Teddy.

Throughout the year, many opportunities were presented to be able to participate in and collaborate with other departments and organizations. This included an invitation from the Town Planner to be a part of the Hazard Mitigation Plan working group for this year's revision of the Hazard Mitigation Plan. To build her knowledge of mental health needs in disasters, Ashley engaged in a thirty-one hour continuing education course on Disaster Mental Health Counseling. Ashley enjoyed having the opportunity to be the speaker at the Council on Aging Men's and Women's

breakfasts in February to speak about mental health in youth and to share information about Youth and Family Services programs. She also had informational tables at the Community Resource Fair at the Community Center; the Health Department's Community Health and Environmental Fair and the Emergency Preparedness Fair; and at many events at The 204 including The 204 Market, the Fall Market, and the Holiday Market. Events at Monomoy Schools included curriculum nights at Harwich Elementary School, Monomoy Regional Middle School, and Monomoy Regional High School; the fifth grade orientation at Monomoy Regional Middle School; Monomoy Regional High School's Wellness Fair; Credit for Life at Monomoy Regional High School; and facilitating activities about anxiety and self-care for several health classes at Monomoy Regional Middle School. Ashley was honored to be invited to present workshops on mental health topics at the district's Professional Development Day and to become a member of the School Crisis Team.

The Youth and Family Services department is grateful to the Harwich community for their continued support in the development of programming to meet the mental health and wellness needs of the community. We are also extremely thankful for our partnerships and opportunities for collaboration with other town departments and community organizations and wish to extend special thank yous to the Harwich Health Department, Harwich Police Department, Harwich Fire Department, the Community Center, and The 204 for their help and willing participation in programs we are offering! We are excited for 2025 and all it may bring, and are continuing to refine and develop program offerings to best meet community needs.

Report of the **Harwich Affordable Housing Trust**

The Harwich Affordable Housing Trust Board of Trustees is made up of five very passionate and engaged members:

- Larry Ballantine
- Brendan Lowney
- Robert Spencer
- Claudia Williams
- Julie Kavanagh, Select Board member

In May 2019, Town Meeting approved the creation of the Harwich Affordable Housing Trust (HAHT), per Massachusetts General Laws Chapter 44 Section 55C (MGL c.44 s.55C). The purpose of the Trust is to provide for the creation and preservation of affordable housing in the Town of Harwich for the benefit of low- and moderate-income households. Funding may come from the Community Preservation Act in accordance with the provisions of MGL. C. 44B. Additional funding may be from Harwich cell tower revenues and short-term rental taxes. Donations are also accepted. The Board of Trustees, which oversees the Trust, is comprised of five appointed community members, including at least one member of the Select Board and the Town Administrator or designee. Harwich General Bylaws Chapter 140 grants the HAHT all powers and authority outlined in MGL c.44 s.55C, including acquiring, selling, and leasing real property.

In 2024 the Trust helped to fund:

- 456 Queen Anne Road Development to build 60 affordable rental units containing 90 bedrooms. A proposal by Pennrose was accepted, draft plans proposed, regulatory and public review will be conducted. The Trust previously purchased the land which will be leased to the developer.
- 205 Bank Street Apartments (Old Fire Station) consisting of three 1-bedroom apartments are nearly completed. Trust provided \$476,000.
- 5-Bells Neck Development; \$605,000 was provided to build two 1-bedroom and one 2-bedroom apartment in a project of ten total apartments.
- Rental Assistance: The Trust Voted to commit \$150,000 to assist renters needing help and contracted with the Homeless Prevention Council to market, manage and provide case management services.

Current Financial Status: Net Available \$1,120,100 (12/18/24)

Affordable Housing Special Purpose Stabilization Fund (12/18/24):
\$1,862,718.

The Trust is requesting a Warrant Article for ATM to transfer \$1,590,000 to fund additional efforts.

The Trust continues to explore creative ways to increase the number of homes and rental units to meet the needs of Harwich residents.

Report of the **Harwich Housing Committee**

The Housing Committee reorganized this year. We met regularly although sometimes we lacked quorum as, due to unforeseen circumstances, we are currently down 1 member. The committee spent the past year assisting the Affordable Housing Trust, the Housing Advocate, and various developers and townspeople, while researching housing-related issues that will be of continued assistance as Harwich works towards its housing goals.

Committee members helped the Housing Advocate and the Affordable Housing Trust create a website dedicated to informing the townspeople about all Harwich-related housing issues. They also assisted the Housing Advocate with Housing Fairs and assisted her and the Affordable Housing Trust with research, and any other needs. They also supported local efforts, including the CDP 365 Program, residents, and developers through communications, research, and advocacy.

Among the topics the committee worked on were ADUs and alternative wastewater systems, Rental Assistance Programs, maintaining the SHI List, updating the committee charge, zoning changes, Affordable Housing v. Attainable Housing, Buy-down programs, rehabbing existing structures, the 2nd Story Program, alternative funding resources, the Barnstable County Regional Housing Strategy, and the Harwich Housing Production plan.

Members attended multiple meetings dedicated to housing held by the CDP, the Cape Cod Commission, Housing to Protect Cape Cod, the Cape and Islands Municipal Leaders Association, The Executive Office of Housing and Livable Communities, CHAPA, and other local, state, and Federal agencies.

The committee also focused on Communications. Besides the Housing Fairs and the website members also attended local meetings to reach out to the public.

In the coming months, the committee will focus on delving into the state's Affordable Homes Act, creating and promoting zoning changes for Town Meeting approval, to continue supporting projects, and assisting the Select Board, the Housing Advocate, and the Affordable Housing Trust. The committee members would like to thank everyone for their support.

Respectfully submitted,

Elizabeth Harder, *Chair*
Art Bodin, *Vice Chair*
Anthony Dimauro
Matthew Hemeon

PUBLIC SAFETY

Report of the **Building Department**

To the Select Board and to the residents of the Town of Harwich through the Town Administrator,

The goals of the Building Department are to promote the general health, safety and welfare for the citizens of Harwich. We believe the residents, business owner, and contractors deserve professional and efficient guidance in accordance with codes and ordinance we enforce. We make all attempts to serve out community in a courteous, professional, and timely manner. Our actions reflect that of honesty, integrity and fairness in all aspects of our department.

As the Town's appointed authority to administer and enforce the State Building Code for public safety as directed by MGL c. 143, I submit the following report of activity for the Building Department for the fiscal year 2024.

- A total of 3,236 permits were issued following department review of the required submitted application and construction documents. Building permits represent a total estimated cost of construction of \$181,184,254.04.
- A total of \$495,599.33 was collected by this department for various fees throughout the year and paid to the Town Treasurer.
- Approximately 1,722 requested building inspections were scheduled and conducted by the Building Inspector, in addition to code required annual inspections of assembly and commercial use structures.
- The building department also supervised the issuance 600 of plumbing permits, 621 gas permits and 1,055 electrical permits during the same period. Total revenues for utility permits were \$219,176.00.
- Approximately 2,276 combined plumbing and gas, and electrical inspections were scheduled and conducted by the part time specialized code inspectors.

- A total of 37 Zoning Board of Appeals cases and 22 Historic District & Historic Commission cases were prepared by the Building Department. Total revenues for Boards were \$12,440.00

As the appointed authority to administer and enforce the Town's Zoning By-laws for the benefit of the Town's residents as directed by MGL c.40A and department policy, I submit the following report for fiscal year 2024.

- A substantial number of written requests for zoning enforcement and, or determinations were received and acted upon. These requests include requests for information, site visits for zoning violations, and any follow-up or legal action that may be required.

Finally, I wish to thank the dedicated department staff and volunteers who help meet the day to day challenges of administering and enforcing the Building Code, Zoning By-laws and General By-Laws for the Town of Harwich.

Respectfully submitted,

Jack Mee
Building Commissioner

Report of the

Harwich Fire Department

Department Statistics	
Total Personnel	40.5
Total Emergency Medical Technicians	18
Total Paramedics	22
Total Incidents 2023	5006

In 2024 the Harwich Fire Department responded to 5006 incidents. These incidents included a house fire on Route 39 on January 2nd and a catastrophic crash on Queen Anne Road in November that injured five teenagers and required two med flights helicopters. In between these significant incidents the department handled another 5004 calls that included medical calls, water leaks, carbon monoxide problems, mutual aid to our neighboring communities and a host of other requests for service.

Personnel

The Administration of the Fire Department consists of the Chief, Deputy Chief, Fire Inspector, EMS Officer and the Assistant to the Fire Chief. These five positions are responsible for all the requirements to keep the fire department operating as well as all the inspections required by State regulations.

Administration	
Chief of Department	David LeBlanc
Deputy Chief	Craig Thornton
Fire Inspector	Bruce Young
EMS Officer	Paul Finn
Assistant to the Fire Chief	Susan Pires

There are four shifts of nine personnel each to staff the Town’s firehouses twenty-four hours a day. Each shift has a Captain, assigned to headquarters that is responsible for Department operations for each 24-hour shift, a

Lieutenant is in charge of the East Harwich Firehouse, and seven firefighters. There is a minimum of four paramedics assigned to each shift.

While each shift is assigned nine personnel, the minimum number of personnel required by policy is eight. This allows for one firefighter or officer to be off each shift without requiring the vacancy to be filled by overtime.

Shift Personnel						
	Group 1		Group 2		Group 3	
Captain	Donald Parker		Leighanne Smith	P	Joseph Mayo	Justin White P
Lieutenant	Brad Willis	P	Scott Tyldesley	P	Ryan Edwards	Joseph Rego
OIC	Adam Laplante	P	Josh Ford	P	Eric Diamond P	Eric Elliott P
Firefighter	Kevin Duquette		James Clarke		Ryan Avery P	Dan SanGiovanni P
Firefighter	William Schneeweiss	P	James Sandino	P	Christina Regan P	Robert Williams P
Firefighter	Christi Brown	P	Brandon Ferro	P	Timothy Druckenbrod P	Bryant Warner
Firefighter	Mark Pirruccio		Tracy Stewart	P	Andrew Ottino	Andrew Riker
Firefighter	Michael Trovato	P	Stephen Imperato		Zachery Bengston	Matthew Levasseur P
Firefighter	Alex McHugh		Anthony DePrizio		Connor McShera P	Marjorie Debrosky
OIC - Designated Officer in Charge						P - Paramedic

In FY23 Town Meeting approved the hiring of four additional Firefighters and in FY24 Town Meeting Approved an increase in overtime for the fire department. These two actions allowed the Department to increase minimum staffing from seven to eight to try and prevent having one firefighter alone in the firehouse to respond to the next call. As we continue to face challenges with housing and changes in our workforce, these two decisions were critical to the Department being able to provide a better level of service to the community.

These thirty-six firefighters are the backbone of the fire department and where most of the work happens. On any given shift they will face a multitude of challenges while providing life savings services to Harwich and the surrounding communities. Our personnel are very qualified and well trained, and this department enjoys a great reputation within the community we serve.

Operations

On average the Department responded to 14 calls for service a day, and on average 3.5 personnel responded to each incident for a total of over 17,000 responses by Department personnel during 2024.

As you will see in this report, 75% of those incidents are Emergency medical incidents and just over half of our total incidents requiring transportation to Cape Cod Hospital, with each medical transport taking between 1.5 to 2 hours from time of dispatch to time back at the station.

Incident Type Breakdown	
Incident Type Category	Total
Fire	78
Overpressure Rupture, Explosion, Overheat	6
Rescue & Emergency Medical Service Incident	3733
Hazardous Condition (No Fire)	202
Service Call	288
Good Intent Call	177
False Alarm and False Call	493
Severe Weather & Natural Disaster	1
Special Incident Type	28
Total Incidents	5006

These categories are broad, and many different subcategories are found under each incidents type. For example, the Fire category include chimney fires, car fires, brush fires and trash fires.

EMS Transport Type	
ALS Transport	BLS Transport
2337	300
Total Transports	2637

ALS – Advanced Life Support **BLS** – Basic Life Support

Mutual Aid

Very few departments have the capability to handle multiple incidents at one time, and certainly few in this area have the resources to effectively fight a building fire without help from neighboring communities. The mutual

aid system in Barnstable County is very robust and provides the 20 fire departments on Cape Cod a plan and the resources to manage even the most severe incident.

Automatic Aid - Certain responses require Towns to send apparatus on the report of an incident. For example, a reported building fire in Harwich receives an Engine from either Dennis or Chatham and a Ladder from Brewster.

Mutual Aid - These responses are generated by a request from another town for additional resources. For example, when all the Harwich ambulances are tied up and another ambulance call is received, the next closest ambulance is requested by Mutual aid.

Mutual Aid – Received		
	Automatic Aid – Received	Mutual Aid – Received
Barnstable		3
Bourne		1
Brewster	16	17
COMM		1
Chatham	12	12
Dennis	14	10
Eastham		6
Hyannis		9
Orleans		3
Sandwich		2
W Barnstable		2
Yarmouth		6
Sub Total	42	72
Total Mutual Aid Received		114

Mutual Aid – Given		
Town	Automatic Aid – Given	Mutual Aid – Given
Brewster	11	67
Chatham	6	28
COMM		1
Dennis	13	33
Eastham	6	5
Falmouth		2
Orleans	8	22
Hyannis		4
Provincetown		3
Truro		1
Sandwich		1
Wellfleet		3
Yarmouth		10
Sub Total	44	180
Total Mutual Aid Given		224

Barnstable County has a Regional Technical Rescue Team as well as a Regional Dive Team. Both teams are made up of personnel from various Cape departments and provide resources for low frequency, high risk events that individual departments typically can't manage on their own.

Harwich has personnel assigned to both teams and has since they were created. The initial set up, training and equipping of these teams was funded by Homeland Security money provided by the Commonwealth. Now the training and equipment are funded through the individual departments.

Fire Training

“Today, firemanship has become a technical occupation, requiring highly specialized study in the fields of fire prevention, detection, control and extinguishment. The modern fireman must not only have a strong back, but also a mind that is alert and capable of comprehending the vast scope of technological development in the science of fire engineering—a science which is continually becoming more complex.” This statement could have been written yesterday with the exception of gender specific reference, but it was actually a quote from a Navy Firefighting manual that Harwich Fire

Chief Norman Ostby included in his 1948 Annual Report. The men and woman that make of this department are highly trained and educated and one of the biggest challenges we face is maintaining that level of training so that they continue to improve.

The Department is fortunate to have many qualified personnel when it comes to in-house training. While many personnel will attend classes offered by the Massachusetts Fire Academy, or private conferences to get additional knowledge and experience, it is critical for the Department to have a training program so that personnel can train as a shift or as the department on policies and procedures.

The Department is fortunate that we are able to use houses scheduled to be torn down for training. This is a benefit to our personnel as it allows them to practice in real buildings that are found in our community. These trainings allow the department to practice search and rescue, ventilation, hoseline techniques, and a variety of other skills.

We are also working with other departments to gain access to their training buildings to allow our personnel to train in live fire conditions. This is something that we used to be able to do in Barnstable.

Fire Prevention

Fire Prevention consists of two separate functions. The Fire Inspector is responsible for reviewing plans, conducting final inspections on new construction, quarterly/annual inspections for commercial properties, fire drills for the schools, plus any other code enforcement/violation issue that arise.

The other piece of fire prevention is public education, and risk assessment piece for our more vulnerable populations. The Department has developed a SAFE and Senior Safe programs, both are grant funded through the State. These programs target the school age children as well as the elderly population. Working with Inspector Young and the Council on Aging, these programs are an important part of keeping Harwich safe.

Fire Prevention		
Type	Number	Fee
Inspections: Resale, Final,	319	\$33,950
Quarterly, Annual		
Permits	143	\$6,385.00
Record requests: Copies	20	\$100.00
Fines	0	\$0.00
Totals		\$40,435.00

Buildings / Fleet

The Department's firehouses and apparatus remain in good condition, and this is in no small part due to the efforts of Kyle Edson and Sean Libby and their personnel at the Department of Public Works. We are fortunate in Harwich to have our Building and Fleet Maintenance managed at the DPW.

People often refer to the firehouse on Sisson Road as the "new firehouse", but in 2025 it will be thirty years old. The building is well maintained, and most of the systems have been upgraded or updated as part of the maintenance plan for the building. The Capital plan requests include money in year five to renovate the second floor to reconfigure the space to better accommodate the needs of department personnel.

The mini pumper that was approved in 2023 was delivered in August, after several weeks of training it was placed in service. It has been a great addition to the Department and is filling the need it was purchased for.

Surprising we are still feeling the effects of supply chain shortages from several years ago when it comes to our future purchases of vehicles. The May Annual Town Meeting approved the purchase of an ambulance as part of our routine, every other year replacement program. When it was ordered we were told it would take approximately three years to be built and delivered. Typically, they are delivered in eight to ten months. This extended delivery time will put pressure on the remaining fleet and to help alleviate that we have requested two additional ambulances in this year's budget request. This won't help in the immediate future but will provide a solution in several years as the fleet will be well beyond its normal replacement cycle.

There is also a request to replace an engine in this year's budget. This was moved to this year for the same reason, delay in manufacturing. The engine was schedule to be ordered in FY28 with an expected delivery in FY29. Based on estimates from the manufacturers, if we order it in FY26, it will still be delivered in FY29.

We are always aware of the impact our requests have on the town budget and therefore on the taxpayers, and these requests are based on the needs of the department and therefore the needs of the town. The issue with not replacing these vehicles in a timely manner is a decrease in availability due to be down for repairs and an increase in operating cost.

Conclusion

In the four and a half years I have been Chief, I have seen the department continue to provide the same great service it has throughout my career. This is absolutely because of the men and women that come to work every day ready to serve Harwich. The pride and culture of this organization has

existed, been fostered and passed down by the generations of firefighters that have served and are serving this Town.

As we look toward 2025, the department will be going through some significant changes. The two most senior Captains will be retiring, along with the Fire Inspector and EMS Officer. With these retirements the department will lose a lot of valuable knowledge and experience.

2025 will also see the retirement of the Assistant to the Fire Chief. This is a position whose title doesn't do it justice, from budgeting to fire prevention, this position is involved in almost every aspect of department operations.

It is a tremendous accomplishment to reach the length of service required to retire, and the Town is lucky to have had such dedicated individuals serve. Many firefighters do not make it through their careers without significant injury. It is the nature of the profession. And few are not able to retire on their own terms and are forced to take a disability retirement. We wish our brothers and sisters well in their retirements, celebrate their dedicated service to others and congratulate them on leaving on their own terms.

With all retirements, the department has a plan for personnel to take on the next roll and these vacancies are no different. While we will miss the knowledge, experience and abilities of the individuals, but we look forward to bringing along the next generation of leaders within the organization.

Respectfully submitted,

David J LeBlanc,
Chief of Department - Forest Warden

Report of the Harbormaster Department

MISSION

Maintaining a multi-mission readiness and response posture, the Harbormaster Department provided assistance to mariners and vessels in distress, enforced MA General Laws and Harwich bylaws pertaining to vessel operations and waterways, maintained all Town owned aids to navigation, operated all Town owned marine pump-out facilities, effectively managed the Saquatucket Municipal Marina, and administered the slip, mooring, and off-loading permitting process.

PERSONNEL

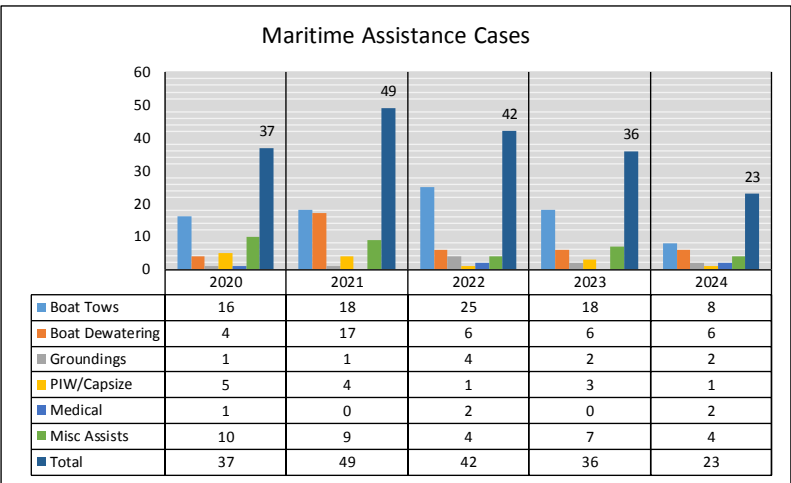
Full-Time Staff:

John Rendon	Harbormaster
Bill Neiser	Deputy Harbormaster
Michelle Morris	Waterways Specialist
Andrew Souza	Dockhand/Maintenance
Don Yannuzzi	Natural Resources Director/Assistant Harbormaster

Seasonal Staff:

Barry Springer, Mary Ann Burke, Sean Burke, Emma Thornton
Rich Matthews, Alan Fish, Marc Giroux

OPERATIONS



The above graph illustrates the number and type of maritime assistance cases that were accurately recorded in Incident Reports. The graph shows a steady decline in the total number of cases over the last several years, which is a very positive result. The decline in the number of boat tows from the previous year is noteworthy and I believe is due in part to a greater reliance on commercial maritime assistance, such as TowBoat US.

Law Enforcement – The primary objective of all law enforcement actions by the Harwich Harbormaster Department is to promote public safety and compel voluntary compliance with federal, state, and local boating and waterway regulations. Staff conducted routine patrols throughout the boating season to check compliance with boat registration, mooring permit and occupancy, and waterway user fee requirements. In addition, the dedicated Landings Officer provided more presence at both our town ramps and landings enforcing parking regulations, and on the water patrolling the various waterways. The following enforcement actions were recorded:

- Harbor Management Plan - 3 non-criminal violations issued for non-compliance.
- Parking Violations – Issued 139 violations.

Aids to Navigation – Patrol Boat operators deployed seasonal private aids to navigation within Harwich waterways prior to the start of the boating season; this includes channel markers, swim area buoys and no-wake buoys. The position of aids were verified and adjusted as needed throughout the season, and all buoys were hauled for maintenance at season end.

Clean Vessel Act - Operating within the guidelines of the state Clean Vessel Act (CVA) program, the department operated 4 portable pump-out carts and 2 pump-out boats, one located in Round Cove and one in Saquatucket Harbor. The department responded to over 43 vessel pump-out requests recovering approximately 2000 gallons of sewage. This does not include the hundreds of gallons of sewage collected at the self-service shore side pump-out station at the east bulkhead of Saquatucket Harbor.

Mooring Servicing Agent – Through a competitive public bid process, Lower Cape Marine Services was awarded a three-year license agreement to serve as the Mooring Servicing Agent for Round Cove, Pleasant Bay and Herring River mooring fields. This was the first time Lower Cape Marine Services had been selected as a Mooring Servicing Agent for the Town of Harwich. Allen Harbor Marine Service was again selected to service Allen Harbor mooring field and Harwich Port Boatyard was again selected to service Wychemere Inner and Outer Harbor mooring fields.

ADMINISTRATION

Fiscal Year 2024 Harbor Receipts - The table below provides a comprehensive list of Harbor and Waterway related revenues collected within the Harbormaster Department throughout fiscal year 2024. The Harbormaster Department continues to produce strong annual revenues. Again in FY24, the department saw an increase in transient (visitor) dockage, processing 315 reservations that produced close to \$372,704 in revenue.

Source	FY24	FY23	FY22	FY21	FY20
Seasonal Dockage	808,086	805,113	800,819	748,205	739,889
Visitor Dockage	372,704	368,067	331,069	294,040	237,355
Ramp Fees	36,590	41,290	34,380	36,605	33,147
Offload Permit Fees	41,197	47,017	40,253	38,618	39,382
List Waiting Fee (Slips)	14,280	13,940	9,901	12,470	11,444
Fuel Commission	9,468	9,439	8,913	7,327	9,316
MSA Fee	1,320	1,320	1,320	1,200	1,200
Electric Use	44,755	39,983	46,744	39,887	40,072
Ice Receipts	2,987	2,455	1,814	1,544	232
Water/Land User Fees (1626)	87,730	87,255	85,590	91,240	82,350
Mooring Fees (1621), 1/2 Boat Excise	131,046	129,226	129,406	125,794	122,148
Parking Rental	27,125	27,125	24,035	22,785	22,785
Miscellaneous Fees	796	3,051	906	2,756	2,519
Ticket Booth	8,640	8,640	8,640	8,000	8,000
Snack Shack	12,866	18,490	9,000	31,267	32,737
Parking Violations	5,425	7,836	5,425	2,875	1,945
	1,605,013	1,610,247	1,538,214	1,464,613	1,384,519

Beach Sand	0	0	128,985	0	0
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Harbor Management Plan - The following changes to the Harbor Management Plan were implemented during 2024:

- Section 3.13 – Special Purpose Mooring approved for Cape Cod Community Rowing operating on Long Pond.
- Section 8.2 – Request to increase the total number of passengers allowed per trip from 43 to 60 approved for Cap'n Kid - Passenger Boat Class D Permit.

Waterways Committee – The Waterways Committee Charge was updated by the Committee and approved by the Select Board. The Committee Charge had not been updated since 1985.

GRANTS / PROJECTS

MA Dredging Grant – The town was again awarded a FY 25 MA Dredging Program grant in the amount of \$106,000 from the Executive Office of Housing and Economic Development to fund a portion of the Allen Harbor channel dredge project scheduled for April 2025.

Wixon Landing Renovation – Wixon Landing Improvement project was completed by T.W. Nickerson Inc. on January 31, 2024. Project improved pedestrian access to the public float, stabilized the bank above high tide mark with the installation of a jersey barrier type bulkhead, and improved stormwater runoff with the installation of a diversion channel.

Herring River Route 28 Boat Landing – As part of an EPA Southeast New England Program (SNEP) Watershed Grant, Association to Preserve Cape Cod (APCC) identified several public boat ramps across ten Cape Cod towns in need of improved stormwater management. The Herring River Route 28 boat ramp/landing was selected among the group to have a stormwater infrastructure retrofit 75% design plan and permitting completed by Horsley Witton Group, Inc. and funded through the SNEP watershed grant and partnering Coastal Zone Management (CZM) grant. Potential grant funding from Natural Resources Conservation Service (NRCS) has been requested in the amount of \$289,000 for construction of the project, with a 25% town match requirement.

Shoreside Vessel Pump-out System – The town received Clean Vessel Act grant funds in the amount of \$12,000 to replace the aging shoreside vessel pump-out station located at Saquatucket Marina.

Marine 77 Patrol Boat – With the unexpected failure of the starboard 200 hp outboard engine due to a jacket water leak, received Finance Committee approval for a transfer of \$23,394 from the Reserve Fund. Nauset Marine, contracted through competitive bid, completed the work.

DREDGING / BEACH NOURISHMENT

Round Cove Channel (January 2024) - Barnstable County Dredge removed approximately 4262 cubic yards of material from the Round Cove entrance channel. Dredged material was pumped for beach nourishment to Bay Road public beach and Wequassett barrier beach that protects the cove.

Allen Harbor Channel (April 2024 / June 2024) – Barnstable County Dredge removed approx. 4583 cubic yards of material from the Allen Harbor entrance channel. Due to increased Time of Year (TOY) restrictions from MA Division of Marine Fisheries, only a portion of the needed dredging was completed within the 3 days allowed in the month of April due to

Horseshoe Crabs. A waiver was submitted to MA DEP for additional days to complete the job, but it was denied. Therefore, the County was forced to return in June to complete the project. Grant funds from Executive Office of Housing and Economic Development covered fifty percent of dredge costs. Dredge material was pumped to Grey Neck, Earle and Wah Wah Taysee public beaches.

Wychmere Harbor Channel (June 2024) - Barnstable County Dredge removed approximately 1700 cubic yards of material that was trucked by DPW to nourish Pleasant Street public beach.

Barnstable County Dredge Rates - On February 28, 2024, Barnstable County Board of Regional Commissioners approved a significant rate increase for County dredge services, raising the rate for non-booster dredging from \$12.00 per cubic yard to \$26.50 per cubic yard. Each year, the County dredges on average 14,000 cubic yards of material from Harwich channels. With the per cubic yard rate increase, the cost to the town is increased by approx. \$200,000 per year.

Dredge Permit Renewals:

- U.S. Army Corps 10-year comprehensive dredge permit (NAE-2008-00014) issued June 14, 2023
- DEP 401 Water Quality Certification issued November 13, 2023
- DEP Chapter 91 Waterways Permit (WW01-0000344) issued April 4, 2024
- 3-year extension to Conservation Commission Order of Conditions (permit SE32-2298) issued February 21, 2024

CLOSING

We were saddened by the passing of Clem Kacergis this year, one of the original permitted passenger/charter fishing boat Captain's to operate from Saquatucket Marina. For over 50 years, Clem owned and operated his charter fishing boat Yankee out of Saquatucket Harbor. He was a professional mariner who was well known and highly respected throughout the local maritime and fishing community. Special thanks to the Waterways Committee for their continued support of the department and the positive service provided to waterways users. Again, much appreciation and thanks for the great work of the entire Harbormaster Department staff.

Respectfully Submitted,

John C. Rendon, *Harbormaster*

Report of the **Harwich Police Department**

To the Honorable Select Board and the Citizens of the Town of Harwich, as Chief of Police, I am pleased to submit the Annual Report of the Harwich Police Department for the year 2024. July 2, 2024 marked the retirement of Chief David J. Guillemette after 9 years of service to the community of Harwich. We all wish him the very best in his retirement and thank him for his years of service to our community and leadership of the police department. The selection process for Chief Guillemette's replacement began upon his retirement announcement on October 24, 2023. I (Kevin M. Considine) was selected as the next Chief of Police and was sworn in on July 2, 2024. I am truly humbled to have been chosen by the Select Board to fill this role. It is the first time in 24 years that an internal candidate has been chosen. I consider it an honor to be able to continue my work here in Harwich and serve the Town of Harwich as your Police Chief. Finally, I would be remiss if I did not acknowledge the outstanding work and dedication of the men and women of our police department. I wish to thank them for their dedication and service to our community.

MISSION STATEMENT OF THE HARWICH POLICE DEPARTMENT

The members of the Harwich Police Department believe in making a positive difference in our community by providing legitimate and equitable law enforcement with a strong focus on active community engagement and community service. Our primary concern is the health, well-being, and safety of all those we serve.

In order to honor our core values and preserve public trust we will always:

Do the right thing

Be truthful in all matters

Practice empathy with those we encounter

Strive for excellence through knowledge and training

DEPARTMENT ROSTER

(As of December 31, 2024)

ADMINISTRATION / COMMAND STAFF

Chief Kevin M. Considine

Deputy Chief Adam E. Hutton

Lieutenant Aram V. Goshgarian

Lieutenant Amy R. Walinski

Kate A. Varley, Assistant to the Chief

SERGEANTS

Detective Sergeant Robert C. Brackett
Sergeant Paul P. Boorack
Sergeant Peter T. Petell
Sergeant Tyler J. Vermette
Sergeant Brendan R. Brickley

FULL TIME OFFICERS

Officer Neil A. Nolan
Officer T. Paul Ulrich
School Resource Officer Thomas D. Clarke
Detective Marc W. Harris
Officer Derek J. Dutra
Officer Mark T. Holmes
Officer Keith T. Kannally
Officer James R. Connery
Officer Thomas G. Griffiths
School Resource Officer John J. Larivee
Officer Ronald D. Ruggiero
Officer Daniel J. Donovan
Officer Colin J. Thomas
Officer Thomas C. Radzik
Officer Drew S. Ridenour
Officer Jessica C. Ferreira
Officer Richard Pellegrino
Officer Kyleigh Lopes
Officer Charles McCaffrey
Officer Scott McFarland
Officer Rachid Arnick
Officer De'Andre Bennett
Vacant Position
Vacant Position
Vacant Position
Vacant Position

ANIMAL CONTROL OFFICER/INSPECTOR

Jennifer L. Harrington

POLICE COMMUNICATIONS

Diane Nicholson
Iris McNally
Theodore Monteiro
Jade Ross
Nora Dyer

POLICE RECORDS SPECIALIST

Julie L. Judge

SPECIAL OFFICERS

Robert F. Horgan
Joseph Stone
Richard Campbell
Robert D. Hadfield
Richard E. Buttrick
John F. Sullivan Jr.
Austin K. Buttrick

POLICE MATRON

Diane Nicholson

POLICE K-9

Fritz

CRIMINAL ACTIVITY REPORTED AND TOTAL CALLS FOR SERVICE IN 2024

	2023	2024
Homicide	0	0
Rape	4	2
Robbery	0	0
Assault	69	48
Burglary	16	14
Larceny	64	56
Auto Theft	3	2
Arson	1	0
<hr/>		
	2023	2024
Arrests/Protective Custody/Section 12	127	99
Summons Arrests	107	115
Total Calls and Patrol Initiated Activity	15,488	16,138

PERSONNEL

On September 8, 2024 Officer James Hinesley resigned from the department to pursue a career change. James served with us for 2 ½ years and I wish James and his family the very best with their new endeavors.

As a result of the retirement of Chief Guillemette and existing patrol vacancies, positions for Patrol Officer, Sergeant, Lieutenant and Deputy Chief became available. As a result of hiring a Police Chief from within, it allows for great movement and career advancement for department employees.

Three patrol officers were hired and graduated from the Plymouth Police Academy on July 24, 2024. Officer Scott McFarland is retired from the United States Army at the rank of Colonel after a 27-year career. Scott holds a B.A. in Criminal Justice from Stonehill College and an M.B.A. from Embry-Riddle Aeronautical University. Scott is also a graduate of the U.S. Army War College Executive Leadership School. Officer Rachid Arnick is retired from the United States Coast Guard after serving a 21-year career which included experience as a Boarding Officer and an Aviation Survival Technician (Helicopter Rescue Swimmer). Officer De-Andre Bennett is a six-year veteran of the United States Marine Corps. De'Andre brings experience from his past employment with the Department of Youth Services and as an armed security officer in Boston. I wish these three new officers all the very best for a safe and rewarding career. As a result of a dispatch vacancy with Officer Kyleigh Lopes taking a full-time officer position in 2023, Nora Buckley Dyer was hired as an Emergency Telecommunications Dispatcher on February 6, 2024. Nora had previous experience as a public safety dispatcher for the Town of Easton before relocating to the Cape. Nora had also worked as a Special Education Instructional Assistant for the Monomoy Public Schools.

Over the last four years Law Enforcement agencies across the United States have struggled to recruit and hire police officers. This is no different here in Harwich. The Department has worked hard over these years to expand our recruitment strategies and think outside the box. We have participated in numerous job fairs at colleges and universities over the last year and we continue to have a strong partnership with Monomoy Regional High School intern program. The hiring of a new officer is an extensive process that is not only time consuming but costly. For these reason, we work hard to ensure we continue to choose the correct candidate best fit for our town and department. I want to thank our interview, background and hiring committee for the work they continue to do to find the absolute best candidates to become police officers here in Harwich. We continue to hold to the very highest standards in hiring and this committee, made up of police officers and sergeants, are second to none in ensuring we hire quality candidates. As of the writing of this report, we have three vacancies. We are currently working to fill these and hope to be at full strength within the next year and a half, something we have not been able to accomplish in many years.

Various promotional processes occurred in 2024 to fill the rank of Sergeant, Lieutenant and Deputy Chief. On July 2, 2024 the following were promoted to their new ranks. Officer Brendan Brickley was promoted to the rank of Sergeant. Sergeant Amy Walinski was promoted to the rank of Lieutenant and Lieutenant Adam Hutton was promoted to the

rank of Deputy Chief of Police. Congratulation to all on the hard work, commitment and dedication each of you displayed to achieve promotion.

AWARDS AND COMMENDATIONS

Since taking over as Chief, I have always been thankful for the number of citizens who take time to write me regarding the good work our officers do. Often times, the situation they are thanking us for are the worst times in their life. There have been numerous letter of thanks for our officers which I have responded to. It gives me great pride in recognizing the great work our staff does each day. Too often citizens overlook the small acts of kindness and community service provided by police officers and dispatchers and our entire staff.

One incident recently was an example of great work and life saving work our officers are encountered with. On November 18, 2024 a speeding vehicle with four teens crashed and caught on fire on Queen Anne Road. The shift that evening consisting of Officer Mark Holmes, Officer TJ Griffiths, Officer Jessica Ferreira, Officer Scott McFarland and Dispatcher Diane Nicholson displayed outstanding teamwork and great communication. They acted in an efficient and effective manner to provide aid to multiple victims. Their efforts that evening are consistent with the principles, values and mission of the Harwich Police Department. As a result of this incident, the first two responding officers received department awards. Officer Jessica Ferreira received the Departmental Medal of Meritorious Service for her actions involving operational risk and extraordinary efforts. Officer TJ Griffiths received the Departmental Medal of Distinguished Service for his decisive actions in saving the life of another while disregarding significant risk to himself demonstrating the true meaning of bravery and dedication to duty.

COMMUNITY POLICING AND THE SCHOOL RESOURCE OFFICERS

OFFICER TOM CLARKE AND FRITZ – MONOMOY REGIONAL SCHOOL DISTRICT

The Harwich Police Department and School Resource Officer program are committed to maintaining a strong partnership with the Monomoy Regional School District.

The safety of students, staff and visitors is a top priority. We regularly train students and faculty in school safety procedures and protocols, while also conducting drills on a consistent basis.

In addition to helping maintain a safe and secure learning environment in the schools, SRO's are mentors, informal counselors and teachers. They can often times be seen visiting classrooms and giving presentations on a

variety of topics such as: vaping, drugs and alcohol education, K9 info/demonstrations, bullying and criminal harassment, responsible use of social media, JOL teen driver laws, dating/relationship violence, journalism/crime stories, personal security and safe driving tips. And the popular “Get to know your SRO” program.

While they will use discretion and enforce the law when appropriate and necessary, SRO’s are not hiding in stairwells or spying on kids trying to get them in trouble. Quite the opposite, they are a trusted member of the school community that students and staff can go to when they need help, guidance or support.

These officers strive to build positive, trusting relationships with their students and families. They serve as positive role models and help guide their students in making good choices and responsible decisions.

In an effort to show their support, our school officers are quite often seen outside of normal school business hours attending a variety of school-related activities, athletic events, plays, concerts, dances, pep rallies, awards nights and graduations.

SRO’s are also a regular presence and participate in many school fundraisers and student driven initiatives and events...just to name a few: Project Purple, Game Change Initiative, Hoops For Heart, Volleyball For A Cause, Homecoming Powder Puff Games, Community Public Safety Football/Basketball Games, Special Olympics Games, Best Buddies, Holiday Drives, Safe Routes To School Programs, High Five Fridays, HES and MRMS Field Days, MRHS Senior Beach Day, Bike Rodeos and our Back To School and Holiday Shop With a Cop events.

SRO Clarks partner Fritz is trained to detect vaping products that contain THC and nicotine. He also detects the traditional leaf/flower bud marijuana as well as THC edibles.

In addition to the detection work, he also serves as the de-facto mascot/comfort dog for the students. Kids are constantly telling Officer Clarke that “seeing Fritz is the best part of my day”.

Fritz is also trained and certified in tracking for missing/endangered people as well as unarmed suspects and is attached to the Cape Cod Regional Law Enforcement Councils Search and Rescue Team. Fritz was recently credited in tracking and locating an injured motorist that had left the scene of a motor vehicle accident.

OFFICER JOHN LARIVEE – CAPE COD REGIONAL TECHNICAL HIGH SCHOOL

Officer John Larivee is in his third year as the full time School Resource Officer (SRO) at Cape Cod Tech, a position that he really enjoys. In addition to being the SRO, he coaches basketball and baseball in the community. He is the head coach for the Freshman Basketball team, and assistant coach for the Varsity Basketball team, at Monomoy Regional High School. He also is the head coach for a 7th Grade Travel Basketball team for Monomoy Youth Basketball, where he is also a board member, after being Director of the program for the past 8 years. Officer Larivee also coached Little League in the Spring for Coastal Cape Youth Baseball (formerly Monomoy Little League and Nauset Little League) and was the head coach for the 12U All Star team during the Summer. Officer Larivee helped organize a trip to Cooperstown, NY for the 12U All Star team. In Cooperstown, the team participated in a 104 team, weeklong baseball tournament at the Cooperstown Dreams Park. In this tournament, they had the opportunity to play against teams from all over the United States. It was an experience Officer Larivee and team will never forget.

Two other department members are involved with coaching and giving back to the community. Detective Sergeant Bob Brackett continues to run the extremely popular indoor soccer league at The 204 Municipal Building, and he also recently secured funds in 2024 from the Community Preservation Committee to purchase an outdoor soccer pitch to hold summer soccer league games. Detective Sergeant Brackett donates his time and effort every year to ensure the youth have this great opportunity. Sergeant Brendan Brickly continues his duties as a coach for the Nauset High School varsity hockey team.

LAW ENFORCEMENT TORCH RUN (LETR) FOR SPECIAL OLYMPICS MASSACHUSETTS

In 2024 Harwich Police continued to sponsor two great fund-raising events for Special Olympics Massachusetts. In March, our fourth annual polar plunge took place at Red River Beach. Thanks to continued great weather, we had a record turn out of participants. In 2024 we raised over \$50,000. We want to thank our community who continues to support this event each year.

In May of 2024 we sponsored and organized the annual LETR Cape Cod Torch Run to raise funds and awareness for Special Olympics. This 70-mile relay run from Provincetown to Bourne brings police and public safety teams from every department on Cape Cod through 10 towns as they hand off the Flame of Hope in a relay beginning at 5 a.m. and ending

at 6 p.m. The officers and public safety staff's from each community look forward to this day each year as it is a small way for them to give back to the community.

ANIMAL CONTROL – JENNIFER HARRINGTON

HARWICH ANIMAL CONTROL 2024 CALLS/ACTIVITES

Loose Dog Complaints:	185	Dogs Picked Up:	0
Barking Dog Complaints:	28	Dangerous Dog Hearings:	2
Injured Dogs:	5	Violation of Hearing:	0
Deceased Dogs:	2	Deceased Cats:	4
Reported Animal Bites:	43	Animals Abandoned:	3
Animals Quarantined:	56	Injured Cats:	1
Deceased Farm Animals:	16	Animal Investigations:	65
Stable Inspections:	60	Kennel Inspections:	20
Wildlife Calls:	75	Lost or Missing Pets:	87
Animals Surrendered:	4	Farm Calls:	11
Other Animals Injured/Deceased:	31	Cruelty/Neglect Complaints:	23

I hereby respectfully submit the Annual Report of the Animal Control Officer for the year 2024.

Animal Control total calls for 2024 were 688 which is slightly over the 667 in 2023. We had 43 dog bite calls in 2024 which is up 2 from the 41 in 2023.

Most dog bites that happen can often be prevented, especially those that occur within the home. It is important to remember to respect a dog's space and teach children to also respect the dog. Though your dog may tolerate children climbing on them, laying on them, pulling ears or grabbing/pinching skin these things should not be allowed. Remember to teach children that these things are not nice to do to animals and to never put their face into a dog's face. This is dangerous and often leads to a bite of the face! Teaching our children is just as important as training our dogs. Set your dog and family up for success and a positive & happy life. Proper training goes a long way with our dogs and going to classes can be fun for the whole family and a great bonding experience for the family and dog.

As years passed, we had a large number of missing pets throughout the year. If your pet goes missing these are the steps you should take to ensure your pet gets home safely and quickly!

1. Call Animal Control immediately so we can post on our social media pages, we can help in the search of your pet and so we know in case someone brings your pet in.

2. We recommend reaching out to all local Veterinarian offices, neighboring animal control departments and shelters in the area.
3. We recommend reaching out to Missing Dogs of Massachusetts. We work closely with MDM, which is a non-profit, volunteer-based organization, helping endlessly to get missing pets back home safe.
4. Make flyers and post around town and in neighboring towns-grocery stores, post office, anywhere they are allowed and will be seen.
5. If you see a loose animal, please call in those sightings as soon as possible as your sighting could be the one to save that animal's life.
6. Never chase a loose pet as this only makes them run further away and puts them in danger.
7. Always make sure your pet has their dog license and ID tags on to help identify them in case they do get lost. This even works for the dogs we can't get close to as we can read the license tag # from a distance and look it up to contact the owner and advise where the dog was last seen. Our goal is always to get your pet back home safe to you.

We started our Tails, Scales & Wild Things Classes, a series of FREE educational talks to help educate the community held at the Harwich Community Center. Our classes included Pet First Aid, Disaster & Emergency Preparedness for Pets, What To Do When Your Pet Goes Missing and Working with New Rescues. We will have more classes this year so keep an eye out and sign up!

We joined and had a table at The Harwich Health Departments first Disaster Preparedness Fair held at the 204 Municipal Building. Disaster Preparedness is a huge passion of mine, and I love to educate and talk about how to better prepare people and their pets for an emergency or disaster.

Mass state law requires all dogs in Massachusetts to be licensed each year in the town they reside in. It is not only important for your dog's safety but is also the law to always wear their license. All dogs must be licensed by January 31, 2025, to avoid citations.

As a Town of Harwich Pet Owner, please be responsible, respectful of others and obey all the Town's Animal Bylaws. Respect our wildlife neighbors and watch them from a distance. As always please call us with any questions or concerns. Please continue to follow us on Facebook for educational post in regard to pets, our wildlife neighbors, community outreach, helping lost or found animals reunite with their owners, and the occasional fun pet photo contest like the Top Dog Contest we do annually!

Respectfully submitted,

Jennifer L. Harrington, *Animal Control Officer*

COMMUNITY OUTREACH - LT. AMY WALINSKI

The Harwich Police Department continues to work closely with town departments along with agencies throughout the Cape to assist the residents of Harwich with a multitude of different services that can help them.

Officer Kylie Lopes is our new Elder Services Liaison. She works closely with the Harwich Council on Aging and Elder Services of Cape Cod. In April, Officer Rick Pellegrino spoke at the Harwich Council on Aging about scams.

Officer Jessica Ferreira is our new Domestic Violence Liaison Officer. Jessica attends meetings with other officers from various Cape Departments along with the court system and outreach agencies.

Sergeant Brendan Brickley continues to be our Mental Health Liaison Officer and attends various CCIT (Community Crisis Intervention Team) meetings around the Cape. We work closely with Bay Cove Human Services, Outer Cape Health, and NAMI (National Alliance of Mental Illness).

Officer Jessica Ferreira and Officer Kylie Lopes took part in Girls Power which was offered through the Harwich Youth and Family Services. The program was a 6-week program that promotes self-confidence, body-positivity, kindness, and compassion.

Officer Kannally, who is a member of the Cape Cod Regional Motorcycle Unit, completed the 3-week TEEX Harley-Davidson Motor School. After completing the school Officer Kannally is now a certified Motor Officer Instructor which allows him to train and certify motor officers across Cape Cod.

Officer Jessica Ferreira attended the Monomoy Regional Middle School's Community Hero Luncheon in April. Officer Ferreira was interviewed by 6th graders about being a community hero. After their interview with her they created a special project about the interview and presented it to her at the luncheon.

In closing, I would like to thank my Executive Assistant Kate Varley. Kate is the backbone of our department and can always be counted on to help all members of the department. I would also like to thank Lt. Amy Walinski, Officer Clarke, Detective Harris, Officer Larivee and ACO Harrington for their contribution to this annual report. I would like to thank my entire Command Staff for their hard work and a special thanks to my Deputy Chief Adam Hutton. Adam handles the day-to-day operations of the department with ease and professionalism.

I would like to thank the Select Board and the Town Administrator Joe Powers for their continued support of the police department and public safety. Thank you to my fellow department heads for their teamwork this past year, and a very special thanks to Fire Chief Dave LeBlanc. Thank you to the citizens of Harwich. You continue to support the police and public safety and for this, I am truly grateful.

Finally, I want to thank each member of the police department for your continued strong work and dedication to this difficult profession and your unwavering dedication to public service and community.

Respectfully submitted,

Kevin M. Considine
Chief of Police

Report of the **Traffic Safety Committee**

The Traffic Safety Committee is an advisory committee and reports to the Town Administrator. The purpose and charge of the Committee is to assist the town and staff with planning and designing improvements to roadways, intersections and sidewalks for vehicles, bicycles, and pedestrians. We need another member and hope that someone from the community will apply.

We have an email address so that the Committee can be contacted directly: Traffic.safety@harwich-ma.gov

It has been three years and finally the last of the lines have been moved to the new pole located at Pleasant/Miles/South streets. Many thanks to Lincoln Hooper of DPW for following this so diligently. Now begins the planning for the closure of the slipper lane and the remaining access widened, thus providing more safety to that corner for both vehicles and pedestrians.

Many thanks to the Select Board in voting to provide the funding for improvements at the intersection of Route 39/Old Chatham Road, a long-awaited improvement, by use of Chapter 90 funds in the amount of approximately \$317,000. The engineering phase is underway to design the changes to the existing intersection. Once plans are finalized the town will engage with the property owner and then execute the redesign. This is a dangerous intersection and has been a topic for many years. The Committee is pleased that this project is moving forward.

While the visitor and summer population impacts are only for a brief period, the impact is dramatic. Our police department cannot be everywhere at once to supervise parking and speeding vehicles. There continues to be interest in speed bumps (controversial) and adding more stop signs to slow down the vehicle speed. The Committee will review each request as they are presented. The community should recognize that signs do not necessarily change behavior: drivers of vehicles need to change their behavior and be more mindful of our narrow streets.

All Committee members attend meetings regularly: we have one vacancy. The support received from the Police Department, Department of Public Works and other town staff as needed continues to be valuable in understanding traffic issues and in achieving our objectives. Input from the residents and business owners is also welcomed and provides insight into their issues. We also thank our liaison Jeff Handler for his assistance.

Submitted by Committee members:

Select Board appointees:

Linda Cebula *Chair*,

Jerry Beltis *Vice Chair*,

Open Position

Police Department appointment:

Lt. Aram Goshgarian, *Clerk, Harwich Police Department*

Town Administrator appointment:

Lincoln Hooper, *Department of Public Works*

ENVIRONMENT & PUBLIC WORKS

Report of the **Board of Appeals**

Currently, the Harwich Zoning Board of Appeals has 7 members: 5 regular members and 2 alternate members: There are 3 alternate vacancies on The Board.

Brian Sullivan, Chairman, Al Donoghue, Clerk, John August, David Nunnally, Christopher Murphy, Kenneth Dickson (alternate), and Timothy Bailey (alternate).

As of 12/2/24, The Board of Appeals has heard 35 cases.

The cases consisted of the following:

Special Permits: 26 – Granted, 1 Withdrawn without Prejudice

Variances: 4- Granted; 1 Withdrawn without Prejudice

Applications to enforce or overturn decisions by the Building Commissioner - 1

Extensions – 1

Modifications - 1

Motion to Dismiss – NONE

Matter of Right –NONE

Appeals of ZBA Decisions – 1

40B Applications - NONE

The Board held its regularly scheduled meetings throughout the 2024 year. Member attendance has overall been excellent with no problem absences.

Respectfully submitted,

Harwich Board of Appeals
Secretary, Rachel Lohr

Report of the

Board of Water/Wastewater Commissioners and Water/Wastewater Department

The Harwich Board of Water/Wastewater Commissioners and Water Department respectfully submit our Annual Report to the Honorable Select Board and to the citizens of the Town of Harwich for the year 2024.

Board of Water and Wastewater Commissioners

The Board of Water & Wastewater Commissioners is comprised of a 5-member board elected and responsible for the Town of Harwich for the administration, maintenance, and operation of the water and sewer system. This year the board would like to thank Gary Carreiro for his dedication of 9 years of service as Water Commissioner, 6 of those years he served as Chair, when his tenure ended, we welcomed our new Water Commissioner Bob Young.

The Harwich Water & Wastewater Department wished Dan Pelletier the best, after 9 years as Superintendent he resigned. In August of 2024 we welcomed our new Water & Wastewater Superintendent Jason Trepanier.

Water Operations

The Water Department offers a wide variety of services from seasonal water turn on/off, new and renewal water service installation, utility mark outs, final readings for property transfers, backflow inspection and much more. Below is a summary of 2,210 water services performed in 2024:

2024 Water Service Activity

Change Meter	196	Remove Meter/Demo	23
Curb Stop Repair	13	Service Install/Renew	9
Estimates New/Renewal Services	62	Service Call/Repair	161
Final Read	346	Site Visit	40
Hydrant Flow Test	4	Troubleshoot	57
Hydrant Repair	7	Turn Off (Seasonal)	281
Hydrant Replacement	6	Turn Off Service	23
Install/Re-Install Meter	51	Turn On (Seasonal)	374
Leak Investigation	97	Turn On Service	35
Mark Out Property	338	Water Quality	3
Repair/Replace Valve	25		
1145		106	

Wastewater Operations

There were 54 sewer connections in 2024, bringing the total sewer connections to 309. Wastewater operations for 2024 include inspection of sewer connection, utility markouts, and emergency callouts:

2024 Wastewater Service Activity

Emergency Call Outs	25
Mark Out Property	4
Site Visit	75

Projects & Accomplishments

The Department remained very active throughout 2024, please find some of the more notable projects & accomplishments below:

- Installed a new 125kW emergency standby generator at Station #8
- Installed a new 150 kW emergency standby generator at Main Station #1
- Renewed 96 water services in East Harwich in preparation for the Phase 3 Sewer Project
- Continued upgrades to the Water & Sewer SCADA Systems
- Added main extensions and 4 hydrants & 1 blow-off to dead end road's
- Installed 80 Ft of 6" water main
- Lead Service Line Inventory submitted to MassDep for all of Harwich's 10,313 water service material identified
- New Source Exploration – New Source Final Report and 5 day pump test will be submitted to MassDep on the new proposed well location, this will be a new source, Well #12 in North Harwich.
- Route 28 Water main Replacement Project – Design of the Route 28 Water Main Replacement Project is complete; the project will be bid in February 2025, with an anticipated start date of September 2025. This project includes the replacement of an old 1930-1940s era 8" cast iron water main with a new 12" Ductile Iron water main from Division Street to Lower County Road. Also included is a horizontally directional drilled water main beneath the Herring River improving the resiliency of the West Harwich service area.
- Route 28 Dry Sewer Pipe Project – Design of the Route 28 Dry Sewer Pipe Project is complete, and construction in connection with the MassDOT repaving project, is expected to be bid late 2025, with construction starting in Spring of 2026. This project includes the installation of a low-pressure sewer main along Route 28 from Division Street to the Herring River.

- Phase 3 Wastewater Collections System – Construction of Phase 3 Wastewater Collections System in East Harwich was advertised for bids in early spring of 2024. Construction started in December 2024. The Phase 3 collections system is intended to address nitrogen impacting the Round Cove and Pleasant Bay sub-watersheds.

Water/Sewer Rates and Financial Overview

With the department taking on larger capital improvement projects like the Route 28 Water Main Replacement Project, it is anticipated that water rates will need to be increased in FY26 to support the increased debt service payments. Sewer Rates are anticipated to remain unchanged in FY26.

The stance of the Board of Water/Wastewater Commissioners, with the support of the Department, is to keep rates fair and equitable. Rate increases become necessary when revenues are unable to keep up with inflation, increases to operational and maintenance expenses and/or when a new capital project must be funded. To see what's on the horizon for capital projects for the next five (5) years, please refer to the Capital Planning section in our report.

In addition to water rates and services, the Department continues to look for other revenue sources as well as ways to run more efficiently and economically.

FY24 Water Enterprise Fund Budget Summary

xpenses	
Salary and Wages	1,274,367
Operational Expenses	1,695,446
OPEB Contribution	50,000
Debt	532,242
Indirect Expenses; Insurance & Employee Benefits	<u>818,913</u>
Total Expenses	4,370,968
Revenue	
Water Rates & Recurring Services	4,642,964
Service Repairs & Site Visits	32,924
Markouts	22,347
Service Tight Protection Plan	100,330
Solar Revenue	351,911
Backflow Inspection	27,980
Water Service Installation and Renewals	313,967
Late Fees, Interest, Lien Collection & Penalties	95,903
Wireless Communications Lease	143,734
Investment Revenue	<u>27,225</u>
Total Revenues	5,759,286

Water Enterprise Fund Balance Summary	
FY24 Fund Balance	2,649,223
FY24 Abatements & Adjustments	28,446

FY24 Wastewater Enterprise Fund Budget Summary

Expenses	
Salary and Wages	152,588
Operational Expenses	456,322
Indirect Expenses; Insurance & Employee Benefits	<u>62,148</u>
Total Expenses	298,211

Revenue	
User Fees	98,493
Investment Revenue	<u>5,314</u>
Total Revenues	103,808

Wastewater/Sewer Debt	1,297,970
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Wastewater Enterprise Fund Balance	
FY24 Fund Balance	1,114,854
FY24 Abatements & Adjustments	75

The Wastewater Enterprise Fund is subsidized by the General Fund

Capital Planning

The Board of Water/Wastewater Commissioners and Department staff continues to evaluate the aging infrastructure, water consumption forecasts, revenue projections, and the current debt schedule to identify and plan for the future capital needs of the Department.

5-Year **Water** Capital Plan:

- Fiscal Year 2026
 - Water Main Replacement-Engineering (f/k/a Pipe Discontinuity Upgrades) – Mill Rd & Harbor Rd
- Fiscal Year 2027
 - Water Main Replacement Project (f/k/a Pipe Discontinuity Upgrades)
 - New Well Construction & Water Treatment Plant Upgrades
 - Vehicle Replacement
- Fiscal Year 2028
 - 196 Chatham Road Improvements – Space Building/Garage
 - Vehicle Replacement

- Fiscal Year 2029
 - Vehicle Replacement
- Fiscal Year 2030
 - Vehicle Replacement

5-Year **Wastewater** Capital Plan:

- Fiscal Year 2026
- Vehicle Replacement

System Maintenance

Regular distribution maintenance helps minimize the impact on residents and businesses during repairs. For this reason, the Department continues its standard maintenance/monitoring programs, which include:

- **Hydrant Maintenance-** Evaluate hydrant coatings & re-paint where necessary to prevent corrosion & remove and lubricate hydrant cups to maintain ease of access in the event the hydrant needs to be utilized for fire suppression
- **Valve Maintenance-** Vacuum valve boxes to guarantee access to the valves operating nut & exercise the valve by opening and closing to verify it is in working order
- **Well & Pumps-** Take manual drawdown readings to check the wells specific capacity, which is used to check the wells current capacity to historical data. This information is used to determine if the well needs cleaning & redevelopment, or to verify the pump is functioning at the capacity it was designed
- **Water Storage Tanks-** In addition to the daily site visits, monthly tank inspection reports are completed to document a more thorough evaluation of tank conditions. These monthly reports combined with our contracted annual inspection are used to predict future maintenance needs
- **Water Meter Replacement-** The Department upgrades & replaces all customer meters 15 years or older

Water System

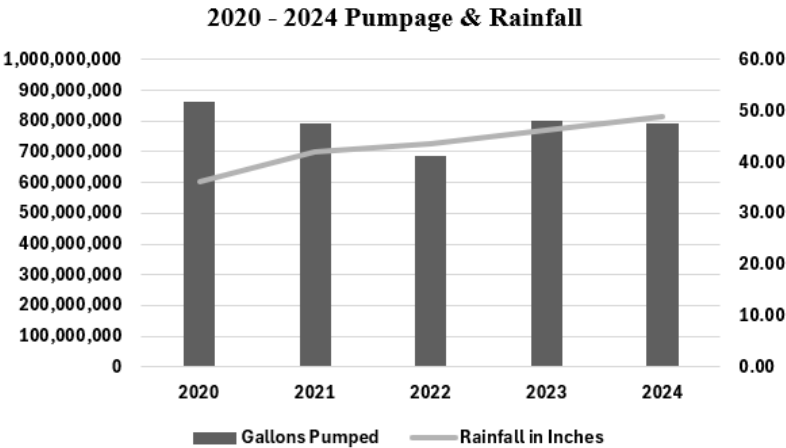
The original water system was established in 1936. Major expansion projects were undertaken in the 1950s, late 1960s and again in the late 1970s, these expansions made the water distribution system what it is today.

The Water Department operation consists of 14 pump stations, approximately 400 acres of well fields/watershed protection areas, 5

corrosion control facilities, 2 elevated and 1 ground-level water storage tanks and 2 Greensand Water Treatment facilities which provide service to 10,187 metered accounts, 131 fire sprinkler accounts and 1,397 fire hydrants for fire protection.

Water Withdrawal

The Water Department pumped 790,463,135 gallons of water from our wellfields during 2024 which reflects a decrease of 9.9 million gallons over 2023. Most of the water pumped was withdrawn from Chatham Road and Depot Road wells.



Water Quality

The Harwich Water Department is constantly striving to provide its customers with the best water possible. The water provided to the residents of Harwich is tested numerous times a month for a variety of contaminants. Harwich Water Department continues to provide water that meets or exceeds State and Federal standards. The results of this testing are located within the Annual Water Quality Report on the Department website. Iron and Manganese levels in the untreated source water have, in the past, caused unfavorable aesthetic qualities in the water. Sources containing these impurities were infrequently pumped. Since the addition of the Bruce Cahoon Greensand Water Treatment Facility and North Westgate Treatment Facility, these minerals are no longer affecting the water quality.

Nitrogen and Phosphorus in fertilizer are the greatest concern to water quality. Lawns need less fertilizer than advertised and there are multitudes of fertilizing alternatives available today. While the water quality in Harwich is excellent, let's do our best to keep it that way and protect our precious resource.

Service Tight Protection Plan

As property owner, you are responsible for the repair and maintenance of your water service, and until a problem occurs, you could incur thousands of dollars in repair costs. Harwich Water offers a Service Tight Protection Plan which covers the costs of repairs to your service in the event of a sudden leak. The cost is \$17 per quarter for an annual fee of \$68. You can enroll and learn more by visiting harwichwater.com or by calling the department for a brochure.

Drought Management and Conservation

Groundwater levels within the Monomoy Lens saw a slight improvement in 2024, this in combination with an unseasonably wet summer mitigated the need to implement mandatory water restrictions. Regional drought declarations are made by the Massachusetts Drought Task Force who evaluates precipitation, streamflow, groundwater levels, reservoir levels, fire danger, and crop moisture. The Water Department has drought management signs throughout the Harwich Community. Please refer to the signs around town as well as notices on our website for the most up to date information on drought notification and water restrictions.

We continue to encourage our customers to be diligent in conserving water even if the supply is abundant. It is important to keep in mind that the average person uses 80-100 gallons of water per day on the following activities:

Bathing & Hygiene	15 gallons per day	Kitchen	7 gallons per day
Housekeeping	1 gallon per day	Laundry	8 gallons per day
Irrigation/Watering	70 gallons per day	Toilet	19 gallons per day

To review your metered water bill, divide your water usage by the number of days in the billing period (approximately 90 days) and by the number of residents of your household to determine your average.

High Consumption and Irrigation Systems

Most of our high consumption calls come in after the October bill is received. When we receive these calls, the irrigation system usually has been shut down for the season and the seasonal home is vacant. We cannot stress enough the importance of becoming familiar with your irrigation systems to anticipate this expense. You may need the help of your irrigation company to determine the number of zones, number of heads in each zone, frequency of zones running, and how much water is used for a full cycle and/or each day, each week, each month, etc. Consumption should be monitored on a regular basis by checking your water meter reading so if an issue exists it can be corrected immediately. All water that passes through the meter is the responsibility of the homeowner, and who wants to pay for water that is lost?

We would also like to remind our customers who do have an irrigation system that a testable backflow device must be installed on the line that feeds your irrigation system. This device is put in place to protect contaminants from being pulled back into the public water supply.

Wastewater Collections System

Construction of the wastewater collections system began in 2019 and received approval from MassDEP to initiate operation for the Contract 1 service area in October 2021, April 2022 for the Contract 2 service, and December 2024 for the Contract 3 area. The collections system includes sewer stubs for 472 parcels in the Upper & Lower Muddy Creek sub-watersheds and 5 wastewater pumping stations. There were 54 sewer services installed in 2024 bringing the total properties connected to 309, with 163 properties remaining to be connected.

Conclusion

As we begin 2025, the Board of Water/Wastewater Commissioners would like to thank the dedicated staff and further extend our appreciation to all Town Departments, Town Committees, Boards and Residents for their continued support.

Sincerely,

Board of Water/Wastewater Commissioners

Noreen Donahue, *Chair*

Allin Thompson, *Vice Chair*

Robert Young, *Clerk*

Judith Underwood, *Commissioner*

John Gough, *Commissioner*

Water & Wastewater Superintendent

Jason Trepanier

Report of the **Harwich Cemetery Commission**

The Harwich Cemetery Commission is dedicated to the care, maintenance, preservation, and continuous improvement of over 98 acres of grounds, monuments, and the Marceline Arboretum. As stewards of these sacred spaces, the Commission ensures the cemeteries serve the needs of the residents of Harwich and their families, offering burial grounds that reflect the social and cultural diversity of our community.

Our primary objective is to preserve the history and beauty of the town's cemeteries while planning for future growth. This involves both maintaining existing cemetery sites and exploring new interment services in a financially responsible manner. We are committed to providing a respectful, serene environment for those who have passed while balancing the fiscal sustainability of cemetery operations.

The Commission plays a key role in supporting the Cemetery Administrator, providing guidance, and overseeing the prioritization of yearly expenditures from revenues generated by the annual lot sales. Additionally, the Commission is responsible for establishing policies and regulations related to the public use, operation, and maintenance of the town's burial grounds.

The Harwich Cemetery Commission consists of three appointed residents who oversee the 17 cemeteries located throughout the town:

- Steven H. Conner, Commission Chair
- Cynthia A. Eldredge, Commissioner
- Robert B. Thompson, Commissioner

All three Commissioners are sworn in and have up-to-date state ethics training. The Commission holds monthly meetings, typically on the first Thursday of each month, where discussions regarding the care and development of the cemeteries are held. These meetings are well attended by all Commissioners, ensuring thorough involvement and oversight.

In accordance with state regulations, meeting agendas are posted in a timely manner, and the public is welcome to attend. One administrative area the Commission is focusing on is the timely completion of meeting minutes, aiming to ensure accurate and accessible records of each meeting's discussions and decisions.

Burials and Cremations Trends: In 2024, the Cemetery Commission witnessed an upward trend in both burials and cremations across our cemeteries. A total of 84 burials were conducted, with 61 of those being

cremations and 23 full-body burials. This marks a continuing growth in the preference for cremation burial among the community.

The increase in cremation services reflects a broader national trend towards cremation as a more affordable, environmentally friendly, and flexible option for families. While full-body burials remain a respected tradition, cremations are becoming a more commonly requested service in Harwich, contributing to the ongoing demand for appropriate cemetery space and services.

As this trend continues to grow, the Cemetery Commission is committed to adapting its facilities and services to meet the evolving needs of our community, ensuring that both cremation and traditional burial options are available in a respectful and dignified manner.

Evergreen Cemetery: This year we are further enhancing our cemetery grounds and honoring the service of our veterans. In 2024, we commenced work on the Walk of Remembrance, which meanders throughout Evergreen Cemetery, commencing at Veterans Circle. When completed, this pathway will serve as a tribute to the men and women who have served Harwich throughout history, starting with the Revolutionary War and extending far into the future. The pathway will feature memorials dedicated to these veterans, allowing visitors to reflect on the many sacrifices made by generations of service members.

The Revolutionary and Civil War Memorials funded through CPC will be the first of two memorials to be installed, setting the foundation for future additions to the Walk, and ensuring that future generations will be able to pay tribute to the service and sacrifice of those from Harwich who have protected and defended our nation. While compiling the names and service records of the soldiers, the list that started at 250 for Revolutionary War Soldiers ended up being over 450 soldiers. Each of the Soldiers has had their service verified by various sources, including the History of Harwich, Massachusetts Soldiers & Sailors, Pension Files, DAR - Daughters of the American Revolutionary War file, SAR Son of the American Revolutionary War file, as well as Fold3 files.

This project marks an important milestone in preserving the history of Harwich and honoring its veterans. The Walk of Remembrance will serve as both a living memorial and an educational experience for all who visit, fostering a deeper understanding of the town's historical contributions to our country's history and military efforts.

Additionally, the Commission has renamed the roadway, which commences at the Route 39 entrance to Evergreen and proceeds to the Memorial Circle as Veterans Memorial Drive.

East Harwich Union Cemetery: Upon the consent of the church a request will be made to install a new fence that surrounds the parking lot with AmeriCorps members.

South Harwich Cemetery: Parking Lot Expansion. The area to the right side of the driveway was cleared and DPW has been preparing and improving the area.

Mount Pleasant Cemetery Expansion: As part of ongoing efforts to enhance the town's burial grounds, the Mount Pleasant Cemetery has undergone an important expansion behind the Tip O'Neil graves. The expansion has created 116 new grave sites, which, if sold to residents, would generate an estimated \$92,800.00 in additional revenue for the cemetery. This expansion helps meet the growing demand for burial plots while also ensuring financial sustainability for the cemetery's future maintenance and development. With the assistance of the Department of Public Works (DPW), a new travel way has been added to this area. This development not only improves the cemetery's infrastructure but also increases the capacity for future interments.

Marceline Arboretum at Island Pond Cemetery: Recently the burial service of State Police Officer Steven Culver was held during May. The meticulously organized ceremony accommodated the safety of large number of state troopers and officers for the procession. This solemn occasion reflected the respect and honor given to Officer Culver's service and sacrifice.

Marceline Arboretum Plant Species Enhancement: A variety of native plant species have been added to the Native Garden by AmeriCorps Cape Cod. The design and planting of these species were led by Margaret Sargent, with the assistance of AmeriCorps members, as part of a community service project. The newly introduced plants will further enrich the Arboretum's diversity and contribute to the local ecosystem, promoting biodiversity and sustainability.

Several of these plants were specifically chosen for their ability to thrive in the local environment and support a wide range of pollinators and wildlife. These plant species enhance the native garden's aesthetic appeal while providing valuable habitat for local birds, insects, and other creatures. This collaborative service project has helped improve the Marceline Arboretum by expanding its plant diversity and supporting the long-term health of the landscape.

We would like to thank Margaret for her year of service with the Cemetery Department.

Island Pond Cemetery: Cemetery Foreman, Jim Stratton presented a proposal for the addition of new water spigots at Island Pond Cemetery. These improvements will enhance the accessibility of water for visitors and staff, particularly for ongoing maintenance and care of the cemetery's grounds. Another work order was issued for the removal of dangerous stairs in a western section of the cemetery.

Eagle Scout Projects: In 2024 our cemeteries benefited from four separate Eagle Scout Projects with exceptional scouts who were working toward their Eagle Scout Badge. The following scouts made remarkable contributions to the Town. We wish to express our heartfelt appreciation for their outstanding dedication and hard work.

Project 1: Hawksnest Cemetery Revival - *Thomas M. Chase* led an inspiring project that involved removal of old broken fencing and replacement with a new cedar split-rail. Coordinating with the Department of Conservation & Recreation, the scouts from Troop 76, led by Thomas cleaned up the bush, downed trees, and removed undergrowth. Hawksnest Cemetery is a small family plot, containing Ebenezer Eldredge, a decorated Revolutionary War Veteran. This initiative not only preserved our town's rich history but also educated residents and visitors about our heritage, ensuring that these landmarks are appreciated for generations to come.

Project 2: Bells Neck Cemetery – *Dennis Theohardis* demonstrated exceptional leadership in restoring fencing around the Old Smith Burial Grounds in Bells Neck, a historic landmark in West Harwich. Dennis led this improvement project, which included clearing, preparing and selection of plantings. This was a private burying ground for members of the Smith Family. Samuel Smith was a Minute Man of Falmouth Alarm in 1778, served two enlistments under different commands.

Project 3: Preserving Veterans Through Technology - *Jared Cox's* project was two phases. Jared led his fellow scouts as they identified veteran grave site locations so that the veteran markers could be photographed. Photographs were taken using a 360 Camera on a tripod and uploaded to the Island Pond Database. This project has enhanced our community's access to our veterans by providing ease of access and community awareness of those residents who have proudly served our county.

Project 4: Evergreen Cemetery Beautification - *Tyler Ellis*, supported by Troup 76, beautification initiative aimed to beautify and improve the overall appearance of the cemetery's entrance, ensuring it is both welcoming and well-maintained for visitors. The plantings provide for a cohesive visual display of natural privacy and improved esthetics to the left entrance area. Tyler and the troop dedicated time to thoroughly cleaning

both entrances of the cemetery, ensuring the area was free of debris and in pristine condition. Additionally, they applied a fresh layer of mulch at the left entrance, which not only enhances the aesthetic appeal but also helps with soil moisture retention and weed prevention. The project involved a great deal of teamwork, coordination, and hard work. This accomplishment serves as a lasting tribute to Tyler's dedication to his Eagle Scout project and to the community.

The dedication, hard work, and leadership demonstrated by Thomas, Dennis, Jared, and Tyler throughout their projects are truly commendable. Their commitment to the principles of the Boy Scouts of America is evident in the meticulous planning, execution, and successful completion of these initiatives.

These projects not only showcase their ability to lead and inspire others but also enhance the quality of life for our residents. We are proud to recognize these accomplishments and celebrate the lasting impact they will have on our town.

We would like to extend their deepest gratitude to Thomas Chase, Dennis Theohardis, Jared Cox, Tyler Ellis, and all the Boy Scouts from Troop 76, as well as Scoutmaster John Cummings, Unit Committee Chair, Elaine Mason, and all volunteers who contributed their time and effort to these endeavors.

New Entrance Signs: New entrance signs were created and installed for Lothrop Cemetery EST 1832, Harding Ryder Cemetery EST 1843 & Old Smith Cemetery EST 1834. The signs were designed and produced by Tom Blute of Henry T. Crosby & Sons.

Tree Maintenance: Mackenzie Tree was awarded the contract for trees to be pruned and/or removed from Evergreen Cemetery, Mount Pleasant Cemetery, Island Pond, and Old Smith Cemetery.

Gravestone Conservation and Repair: The CPC 2024 Article #35 for the Cemetery Department. South Harwich Gravestone Conservation for \$23,000 was awarded to repair gravestones.

CPC Article 31 of 2022: The bid came in under, and the remainder of \$56,910 is being refunded to the CPC.

Gravestone Cleaning: The Cemetery has been working with volunteers who have been cleaning gravestones throughout our cemeteries. The commission wishes to acknowledge and express their deep appreciation for Steven and Kim Gonzales, Debbie Merigan, Cheryl West, and the other volunteers for their dedication and hard work.

Invasive Species Management in Island Pond & Mount Pleasant Cemeteries: In an ongoing effort to preserve the integrity and beauty of both Island Pond Cemetery and Mount Pleasant Cemetery, invasive species have been identified and targeted for removal. To address this issue, Warren Nichols Landscaping was retained for the removal and control of these invasive plants.

Volunteers: We would like to acknowledge the Senior Work Off Program, which provides valuable assistance to the cemetery office. Marla Parney has been approved to participate in this program and has been actively assisting with the Revolutionary War and Civil War Soldiers books. Her efforts have included organizing and filing documents, helping to preserve the history and records related to the brave men and women who served our country during these pivotal wars.

Our Thanks: This report would not be complete without recognizing the invaluable contributions of the cemetery maintenance team and Director Lincoln Hooper. Jim Stratton and Peter Smith have consistently demonstrated exceptional hard work and dedication to the care and upkeep of our cemeteries. Their tireless efforts ensure that the grounds remain beautiful, well-maintained, and welcoming to all who visit. The attention to detail and pride they take in their work has not gone unnoticed, and they are frequently the recipients of compliments from the public, who appreciate the beauty and tranquility of our cemeteries. Together, these individuals contribute significantly to the overall success of the commission's efforts and help ensure that our cemeteries continue to be a place of reflection and respect for the community.

Respectfully Submitted,

Steven H. Conner, *Chair*
Cynthia A. Eldredge
Robert B. Thompson
Robbin Kelley, *Administrator*

Report of the **Conservation Commission**

The charge of the Harwich Conservation Commission is to uphold the Massachusetts Wetlands Protection Act and Harwich Wetlands Protection Bylaw and Regulations. The Commission is also charged with managing all town lands that have been put into the care and custody of the Conservation Commission.

As of December 4, 2024, the Commission had 5 full members, and 0 alternate members. The Commission can have up to 2 alternate members. All members and staff are up-to-date on their ethics training. We are very much in need of another member or two, to ensure quorum and a proper democratic process. We had to cancel 1 meeting this year due to lack of quorum. We have also had to defer hearings on specific items several times due to lack of quorum when a Commission member needs to recuse themselves.

The Conservation Commission meets twice per month on the first and third Wednesday evenings. To date in 2024 the Conservation Department staff and the Conservation Commission have issued

- 113 Administrative Review Permits for minor work in the outer buffer zones (50-100' from wetland) on properties, already more than in 2023.
- 15 Determinations of Applicability,
- 37 Orders of Conditions,
- 4 Amended Orders of Conditions,
- 9 Changes in Plan,
- 1 Area of Resource Delineation,
- 19 Extension Permits,
- 32 Certificates of Compliance,
- and addressed 4 violations.

These numbers are slightly higher than 2023, with the exception of violations, which were a few less this year so far.

The Conservation Commission and Conservation Department took on several projects in 2024.

- The Commission issued an RFP for the Herring River Study to help determine what if any impacts there are to wetland resource areas

from water dependent structures. We hired TRC Company to do this study, and they did so in the summer. We are currently reviewing their draft report/findings, and hope to have a public meeting on this soon.

- The Commission updated the Bells Neck Land Management Plan and prioritized actions, some of which have already been accomplished such as moving the parking area on Bells Neck Road farther from the wetlands.
- The Commission supported entering into an agreement with Cape Cod Technical High School to use the 374 Main Street property for educational and agricultural purposes, and anxiously await the start of that project.
- The Commission also supported an application to the Harwich Community Preservation Committee for funding to study, design, and permit a potential raised boardwalk leading to the pedestrian bridge on North Road that is part of the Bells Neck Conservation Area. The current footpath is not accessible at high water; the footpath is hazardous, and foot traffic on the path is causing erosion and damaging the marsh.
- The Conservation Department also partnered with the Health Department and the Cultural Director to host the first annual “Harwich Health and Environment Fair” in April, and with the Health Department and Community Center to host our first annual “Disaster Preparedness Fair” in the fall. We look forward to doing both events every year.
- The Conservation Department also assisted in helping get “The People’s Garden” off the ground for the Health Department.

The Commission and Staff continue to manage our 1000+ acres of Conservation land to the best of our ability with the help of citizen volunteers, AmeriCorps Cape Cod, the Harwich Conservation Trust, and the DPW, all of whom we would like to thank.

The Department and Commission continue to observe evidence of extensive use of fertilizers and pesticides on properties where orders of conditions have explicitly forbidden their use. The Commission as a matter of course always forbids the use of any fertilizers or pesticides on areas with the Commission’s jurisdiction, when issuing orders of conditions. These orders are frequently ignored, sometimes after repeated reminders. The additional nutrients and toxins that result add to the degradation of our freshwater and tidal waterways and the increasing burden on our taxpayers to remediate our degraded water quality.

The Conservation Commission would like to welcome new full-time member Vivienne Mulhall-Maguire, and new staff Assistant Conservation Agent Lily Gooding, and Executive Assistant Cheri Reisner, who have already greatly contributed to our efforts.

The Conservation Commission would also like to thank two Commission members, who resigned this year, for their service: Brad Chase and James Atkinson.

Respectfully Submitted,

John Ketchum, *Conservation Commission Chairman*

Report of the **Harwich Energy and Climate Action Committee**

The Harwich Energy and Climate Action committee has continued to explore ways for Harwich to become more energy efficient but also to reduce harmful greenhouse gas emissions. We are a small advisory committee with big ideas. We have collaborated with other like organizations throughout the year.

The committee manned a table at the April 22, 2024, Earth Day celebration at 204 Sission Road with information about heat pumps. The Harwich Climate Action committee helped to organize and run this event. We have met with members of this committee several times. They are highly motivated to help Harwich set and reach climate goals. Our committee welcomes their support and collaboration.

Cape Light Compact also has been very supportive. Several town energy committees, Harwich, Eastham and Orleans, joined together to sponsor information workshops on various energy related topics. The Harwich events took place May 9, 2024, at Brooks Free library and June 22 at the community center. Cape Light Compact provided the speakers for these workshops. Unfortunately, the Harwich workshops had low attendance. The committee is continuing to explore better ways to reach out to the community with this important information.

In June Briana Kane from CLC attended our meeting to update us on the latest programs available to Harwich residents from CLC.

In October 2024 Bob Doane, vice president of Pine Oaks Villages, made a presentation to the committee about the Pine Oaks Village IV project. He highlighted the energy saving and climate friendly construction plans for this project. The committee voted to send a letter of support for this project to the Board of Selectmen.

The committee continues to work on a several-years-long attempt to get electric vehicle charging stations installed at the School House parking lot in Harwich Port. Currently this project is being overseen by the town administrator. The committee feels this is an important project for Harwich Port. More visitors will be driving to the Cape in electric vehicles. They expect to be able to charge up while they shop and visit our town.

Several towns in our area have taken the step of hiring a Sustainability Coordinator. This position would enable the town to have a dedicated staff

person to pursue grants and have authority to work on energy and climate projects for the town. A Sustainability Coordinator was hired by the town of Barnstable. Recently he was able to help win a \$42 million grant for a microgrid project for Barnstable. He has also helped Barnstable win grants to install several EV charging stations around Barnstable. The grant money has more than made up for the salary that Barnstable pays for that position. This committee strongly recommends that Harwich pursue adding this position to the town. Currently several towns are sharing an energy coordinator who was hired through CLC. Harwich was invited to join but the town administrator declined. The Harwich Energy and Climate Action Committee will continue to explore ways for the town of Harwich to hire someone to help us access the resources that are available in energy efficiency and climate action. The Harwich Climate Action Committee has also expressed interest in supporting a Harwich Sustainability Coordinator.

The committee would like to see Harwich develop a town wide climate action plan. As sea levels rise, and ocean storms become more frequent and stronger, our coastline will be impacted. We would like to see the town set an example by using electric vehicles when appropriate, updating HVAC systems in town buildings with heat pumps when replacements are needed. We would also like to see the town make plans for how it will manage moving town structures away from the coast. Zoning may need to be updated to limit new construction in highly vulnerable areas. Several cape towns, such as Falmouth, have already done this or are in the process of doing this. The Cape Cod Commission published a detailed climate action plan for the region from which the towns can borrow and adapt for their own use.

Several issues facing the town today are related, housing affordability and environmental issues such as climate change and water quality. The committees tasked to deal with these issues are often working in isolation from each other. The Harwich Energy and Climate Action Committee would like the town to sponsor more collaboration among the various working groups.

Respectfully submitted,

Valerie Bell
*Chair of the Harwich Energy and
Climate Action Committee*

Report of the **Department of Natural Resources**

Shellfish Laboratory

Kali Lower – Shellfish Laboratory Instructor

Thomas Pacious –Shellfish Laboratory Instructor

Ella Martinelle –Shellfish Laboratory Intern, High School Junior

250,000 R3 Quahogs. (Harwich DNR Funded) 229,000 R3 Quahogs.
(Barns. County Funded) 120,000 R8 Oysters. (Harwich DNR Funded)

The shellfish laboratory building located at Wychmere Harbor, near the town pier, continues to produce plantable shellfish seed each fall. This year, 479,000 quahogs were raised in the lab and subsequently field planted in Harwich shellfishing areas. Shellfish seed (4mm-6mm) was obtained from Aquacultural Research Cooperation (ARC) in Dennis. This was accomplished by using a direct department purchase as well as receiving some seed through the Barnstable County Seed Grant Program. Not only did we continue to have an excellent survival rate. Our quahog seed grew to an average of 16.6 mm before planting. Shellfish seed was field planted in Herring River, Oyster Creek, Wychmere Harbor + channel, Stony Flats outside Saquatucket Harbor + channel, Round Cove, Pleasant Bay and Muddy Creek.

Oysters were also raised in the Shellfish lab. 120,000 oysters were grown in the lab and field planted in Wychmere Harbor. They all grew well and averaged 2.26 inches long by October. Many of those will be harvestable next fall. Oysters need to be 3 inches long to be legally harvested. The department implemented a “Resource Propagation Zone” an approximated 30’x 60’ section along the eastern shoreline of Wychmere Harbor. An estimated 30,000 Seed Oysters were field planted within this zone and shall remain protected from harvesters during their final round of growth. This area along with several others were surveyed for stock. These surveys would not have been possible without the dedication provided by seasonal staff member Thomas Pacious.

Our shellfish seed continued to be tested prior to seeding (per order of the Massachusetts Division of Marine Fisheries) for Dermo, QPX, and an array of other harmful parasites. Kennebec River Biosciences tested our seed clams, and they received the cleanest bill of health to date. The shellfish health inspection allows for transplanting of seed to other bodies of water for planting.

Volunteer Shellfish Wardens

Volunteer shellfish warden Greg Garber played a pivotal role in patrolling the local flats over the past year. His commitment to upholding shellfish regulations, coupled with his efforts to educate the public on sustainable practices, greatly enhanced the work of the Natural Resources Department. His presence allowed the team to operate with greater efficiency and reach more community members with critical information. We are deeply grateful to Greg and all our dedicated volunteers who contribute their time and energy to preserving our natural resources. Moving forward, the department is committed to strengthening enforcement efforts and expanding public education to ensure long-term sustainability.

Shellfish Permit Structure

We issue individual recreational permits (Resident, Non-Resident, Resident Senior and 1-day permits) with the caveat that anyone under the age of 16 can shellfish – provided they are shellfishing with someone who holds a valid recreational shellfish permit. The individual permit holder is responsible for the children and their shellfishing activity. The shellfish permit limit is 10qt/week of shellfish. Anyone 16 years old or older shellfishing is required to have their own shellfish permit. Commercial permits, available to only Harwich full-time residents, have always been individual permits.

Current shellfish permit rates:

Resident \$30/year - Non-Resident \$70/year - Commercial \$60/year - Resident Senior (65+) \$15/year - One-Day Non-Resident \$30/year

2024 Shellfish Permits Sold

Resident 149

Non-Resident 30

Commercial 5

Resident Senior (65+) 251

One-Day Non-Resident 93

TOTAL 528

Previous shellfish permit holders were asked to fill out a survey when obtaining their license at the Natural Resources office at Saquatucket Harbor. The department is working to implement a new system to make reporting of catch self-serve. This approach will allow for digital results to better management seeded areas for years to come.

Sustainable Herring Fishery Management Plan

A river herring sustainable fishery management plan developed cooperatively by the Natural Resources Department and the Massachusetts

Division of Marine Fisheries was approved by the Atlantic States Marine Fisheries Commission in November 2022. This plan allows the Town, should they choose, to open the herring run to a limited harvest of herring in the next 5 years. The plan details the metrics, season, limits, monitoring, and thresholds that need to be met. Intentions for an opening to the harvest of river herring will be discussed in the year to come.

The Herring Run remained closed this year under the statewide moratorium enacted by the Division of Marine Fisheries, prohibiting the taking of herring across Massachusetts. However, encouraging signs of recovery in several runs, including Harwich, have sparked discussions about the potential for limited harvesting in the future. In preparation, the department dedicated significant time to meeting with peer departments that share similar goals. These discussions explored historical insights, departmental needs, and strategies for staffing, public education, and enforcement necessary to implement a sustainable harvest plan. A recurring challenge identified was the struggle to secure sufficient resources and funding to make such an undertaking possible—an issue Harwich shares. The department remains focused on addressing these shared concerns.

Dedicated community members are being invited to collaborate with the department in planning efforts for spring 2025. Their involvement will play a crucial role in shaping strategies for future initiatives, ensuring that community perspectives and priorities are integrated into the department's goals for sustainable resource management and protection.

Herring Runs

The department maintained year-round efforts to ensure the health and accessibility of critical waterways, keeping them clear of debris and blockages. Early spring days were dedicated to clearing dead wood, brush, and other obstructions that could impede herring migration to freshwater spawning sites. These efforts extended across multiple areas, including Skinequit Brook, the NW exit of West Reservoir, the entirety of Herring River, Seymour Pond's outflow, Hinkley's Pond North and South, Long Pond at its Western shoreline, and Cahoon Landing into Smalls Pond. Once again, we partnered with The Harwich Conservation Trust and with their collaborative support, achieved remarkable progress. This comprehensive approach underscores our commitment to maintaining these vital waterways for the benefit of local ecosystems and species.

2024 considerable amount of rainwater throughout the spring season. To our benefit, water levels in our ponds and streams were adequate. However, in early fall levels began to drop. Herring fry were spotted leaving

as late as mid-November. The daily monitoring of water levels has made a tremendous impact in the ability to retain water in times of drought.

Harwich Conservation Trust (HCT) reinstated its volunteer herring count program this year. 30+ volunteers on a fixed schedule for April and May stationed at the point where herring enter Hinckley's Pond.

Year Volunteer Herring count

2024 41,689

2023 161,962

2022 47,621

2021 No Count (HCT count not completed)

Massachusetts DMF re-installed an electronic fish counter at the Johnson's flume off Depot Street. This is the eighth year the department has utilized this electronic counter. The herring freely passed through one of several counting tubes as they migrated up the fish ladder. The total fish tabulated over roughly a two-month period (April through early June) was 450,937.

2025 450,937

2024 529,274

2023 520,809

2022 291,200

2021 436,090

2020 905,078

The 60ft x 40ft lead line seine net with top floats remained installed in the West Reservoir to keep migrating herring from entering the nearby cranberry bog when it is flooded. Including past years, this has proven to be efficient.

Eel Ramp

The eel ramp located off Bank Street, managed by DMF and assisted by Harwich Natural Resources continues to help migrating eels into Grass Pond, although we did not receive an official count. The eel ramp itself consists of a small water pump which keeps an inclined ramp moist to assist the passage of eels from Cold Brook into the pond. Without the assistance of this pump/ramp system, not a single eel could migrate up into Grass Pond.

Harwich Water Quality Sampling

For over two decades Harwich citizen volunteers have been collecting water quality data from Herring River, our three harbors and many freshwater ponds.

Local water quality monitoring was completed in Saquatucket Harbor, Wychmere Inner and Outer Harbor, three areas of Allen Harbor, and many freshwater ponds. These areas were sampled several times throughout the summer for our long-term database. Waterbodies were sampled for nitrates, phosphates, chlorophyll, dissolved oxygen, salinity, temperature, and coliform levels. This data is often the springboard and supports aquatic and estuarine reports/studies completed for the Town.

Harwich also plays a role in the Pleasant Bay Water Quality Monitoring Program. The Pleasant Bay Alliance, with the help of Harwich volunteers, sampled many sites throughout the bay and surrounding embayment. Three current sampling locations are in Harwich waters: two in Pleasant Bay and one in Round Cove. The department would like to thank the numerous water sampling volunteers for their assistance.

Cyanobacteria Monitoring

Harmful algae blooms from cyanobacteria in Cape Cod's freshwater bodies continue to garner attention. Working with APCC (Association to Preserve Cape Cod), we were able to sample and monitor many of our water bodies for cyanobacteria levels and respond to blooms. This cyanobacteria sampling provides important information to towns, local partner organizations, and to the public. Given the heightened awareness of the conditions of ponds across Cape Cod, APCC will continue and build upon the strength of their cyanobacteria monitoring program for the upcoming 2025 season.

Harwich currently samples Bucks Pond, John Josephs Pond, Skinequit Pond, Hinckley's Pond, Black Pond, it is our intention to sample these again in 2025. Additionally, the department is formatting a larger program to add several more key areas to our scope of work. Any interested volunteers can contact the department for more information.

Respectfully Submitted,

Don E. Yannuzzi Jr.

Director of Natural Resources, Assistant Harbormaster

Report of the **Planning Board and Planning Department**

The Harwich Planning Board members are as follows:

Duncan Berry – Chair
Emily Brutti – Member
Mary Maslowski – Member
Harry Munns – Member
Allan Peterson – Member
Ann Clark Tucker – Member

Planning Board Role & Responsibility:

The Planning Board's main charge is regulatory review of the division of land as well as the development and redevelopment of land in Harwich. The Board, through the Public Hearing Process evaluates applications through Massachusetts Subdivision Control Law, Massachusetts General Law, Site Plan Review and Special Permits to ensure compliance with the Town's Zoning Bylaws, the Planning Board's Rules and Regulations and the Town's Local Comprehensive Plan.

2024 Regulatory Review:

In 2024, the Planning Department received 35 applications for various Special Permits including Site Plan Review, Approval Not Required (ANR) Plans, and Definitive Subdivision Plans. There were two cases from 2023 and two cases pending review in 2025. The following is a breakdown of cases for 2024:

- 9 Approval Not Required (ANR) Plans were received, one was withdrawn and eight were endorsed by the Planning Board.
- 1 Approval of a Definitive Subdivision Plan
- 6 Modification to Site Plan Special Permits were received, five were approved and one was denied.
- 2 Fast Food/Take Out Restaurant Use Special Permits were received, one was approved, and one is pending.
- 3 New Site Plans Review applications were received; One was approved, one is pending, one was withdrawn.
- 7 Waivers of Site Plans was received and 6 were approved and one is pending.
- 2 Applications for Two-Family Use were received: both were approved and 1 is under appeal.
- 1 Modification of a Subdivision Plan was received and withdrawn.

- 1 Application for Multi-Family Use Special Permit was withdrawn.
- 3 Applications for a Covenant Release

Zoning Code Amendments:

In October 2024, the Governor signed the Affordable Homes Act Legislation that included the use of Accessory Dwelling Units (ADU) by right. The state-wide legislation goes into effect on February 2, 2025. The Town is preparing a zoning amendment to the local Accessory Dwelling Unit By-Law in preparation for 2025 Annual Town Meeting.

Planning Projects:

Since 2023, the Town's Local Planning Committee (LPC) has been actively engaged in preparing the Local Comprehensive Plan (LCP), Housing Production Plan (HPP), and Open Space & Recreation Plan (OSRP) with consultant Sharon Rooney, AICP, from Tighe & Bond. Over 2024, the LCP has done extensive community outreach in the form of two surveys and several Community Engagement & Planning Workshops to solicit public input for the Local Comprehensive Plan, OSRP, and HPP.

In 2024, the Town secured state funding from MEMA to engage the Cape Cod Commission to update the 2017 Hazard Mitigation Plan (HMP). All four comprehensive plans will be completed by May 2025.

In 2024, the Planning Board also hosted the following two Workshops:

1. Roles & Responsibilities for Planning and Zoning Boards of Appeals
2. Mass Housing Partnership's Comprehensive Permit Law Workshop

Membership & Staff

Currently the Board has one opening for a full member and two openings for alternate members. We encourage any interested members of the public to apply for these positions.

The Board thanked Mr. Craig Chadwick, who resigned January 5, 2024, for his years of service and dedication to the Town of Harwich. It was with great sadness that the Board acknowledged the passing of Mr. Chadwick in February 2024.

Other staff changes, the Planning Board would like to acknowledge Ms. Shelagh Delaney, Planning Assistant. Ms. Delaney worked in Town Hall in various departments for more than ten years. The Board wishes to thank Ms. Delaney for her years of service to the Town. The Board would like to welcome Ms. Meg Salmon, Planning Assistant, to the Planning & Community Development Team.

Respectfully Submitted,

J. Duncan Berry, *Planning Board Chair*

Report of the Pleasant Bay Alliance

The Pleasant Bay Alliance is an organization of the Towns of Orleans, Chatham, Brewster and Harwich charged with implementing the Resource Management Plan for the Pleasant Bay Area of Critical Environmental Concern and watershed. The Alliance develops public policy recommendations, technical studies and public informational materials, all available at www.pleasantbay.org. Highlights from 2024 are described below.

The Alliance published the *Pleasant Bay Climate Adaptation Action Plan* to protect the Bay's ecological functions and enhance resilience of low-lying infrastructure from climate-induced adverse effects. The work was funded by a Municipal Vulnerability Preparedness Action Grant. The plan provides technical assessments and recommended actions regarding climate-induced effects to the barrier beach, inner shoreline, low-lying public access points, water protection infrastructure (e.g., for stormwater or wastewater management), eelgrass and salt marsh. The Climate Adaptation Action Plan provides a foundation for regional coordination to increase the resilience of Pleasant Bay, and will be updated as progress is achieved and more is learned about climate change and its impacts on Pleasant Bay resources.

The sixth annual performance report under the Pleasant Bay Watershed Permit was submitted to the MA Department of Environmental Protection and the Cape Cod Commission. The cumulative to-date nitrogen load removal of 5,467 kg/yr represents 111% of the five-year removal commitment of 4,916 kg/yr under the permit, and 51% of the ten-year removal goal of 10,801 kg/yr. The report included amendments to the Pleasant Bay Watershed Permit requested by each of the four Alliance towns.

Environmental permitting needed to install a living shoreline project to protect salt marsh at Jackknife Harbor Beach concluded, with issuance of permits from MA Department of Environmental Protection and US Army Corps of Engineers. The project previously received an Order of Conditions from the Conservation Commission. Permitting and design work was funded by the Massachusetts Coastal Zone Management Coastal Resilience Program.

The Alliance completed technical assessments in support of Watershed Permit implementation activities. Assessments addressed disaggregation

of nitrogen load among sub-embayments, nitrogen attenuation in Muddy Creek, Tar Kiln stream, and Pochet marsh, and nitrogen load associated with buildout in all four towns. The studies were used to formulate town-generated requests for modifications to the Pleasant Bay Watershed Permit that were included in the Year-6 Watershed Permit annual report.

For the 25th consecutive summer, dedicated volunteers collected water quality samples at 25 bay-wide locations. The data collected document water quality impairment in Pleasant Bay and are used in the design and implementation of wastewater management plans.

The Alliance wishes to thank the citizens of Harwich for your ongoing support.

Respectfully submitted by:

Dorothy Howell, *Steering Committee*
Allin Thompson, *Steering Committee*
Carole Ridley, *Coordinator*

Report of the **Harwich Department of Public Works**

I hereby submit my Annual Report on the activities of the Department of Public Works in 2024.

Transportation Improvement Projects (TIP) are one way to maximize our limited maintenance dollars with State and Federal funds, where the Town is responsible for engineering and designing a project. Once the design is completed and accepted by the State, the project becomes theirs, with MassDOT bidding, awarding, and overseeing all aspects of the project until its completion. The Town currently has four MassDOT projects in the works with one nearly completed and three having target dates of 2025 and 2026.

The Azalea Drive Bridge project is part of MassDOT's Small Bridge Replacement Program, where DOT pays for the entire project, including design, and the Town is responsible to secure the Right of Way (ROW) from the abutters. All of the residents abutting the project were amenable to the idea of donating the access to a small portion of their property to allow for the bridge replacement project. I personally want to thank the seven property owners whose cooperation saved the Town a great deal of staff time and money. This \$4M project was awarded on 11/1/2022 to ET&L Corporation, with construction starting shortly thereafter. As of this writing, the bridge project is completed, with the exception of the installation of additional storm drains. I want to thank ET&L for an outstanding job, their Superintendent Mark Richardson, the man in charge at the site who did a fantastic job of working with residents abutting the project and the Town, and Dylan Hipolito, MassDOT District 5 Resident Engineer, who was a pleasure to work with.

In 2015 the Board of Selectmen wrote MassDOT requesting that a sidewalk be constructed on Route 28 (a State owned road), from Harwich Port to Saquatucket Harbor. The May 2021 Annual Town Meeting approved \$200k to fund engineering for this project, which was augmented by Paul Manning, a Harwich Port resident, who donated \$250k for this purpose. On January 17, 2023, MassDOT hosted the 25% Design Public Hearing at the Harwich Community Center, which was well attended and ended up adding approximately 400' of sidewalk on the north side from Outer Cape Healthcare to Gorham Road due to feedback from residents during that meeting. On December 2, 2024, MassDOT held a preconstruction meeting with Lawrence-Lynch Corporation, the low bidder on this \$2,572,850 sidewalk project, and all other relevant parties,

including representatives from Harwich DPW, Water, Conservation, and Administration. The contractor anticipates starting construction on March 17, 2024, but there will be activity leading up to it, including survey, staging of equipment and materials, and utility work.

In 2016, I proposed pursuing another TIP project on Route 28 in West Harwich, from the Dennis Town line to the Herring River Bridge. The primary impetus in proposing this project was that the Town of Dennis recently improved the Dennis Port area of Route 28. Since their project excluded the traffic signals at the Town line, Harwich and Dennis made a joint application to MassDOT that would upgrade both traffic signals and hopefully alleviate the long backups that occur at this intersection during the summer months. The joint project was accepted by MassDOT, with a construction estimate of \$7.6M slated for 2025 (originally programmed for 2022). To help pay for Harwich's estimated engineering costs of \$330k, the Town signed a Memorandum of Understanding with the Cape Cod Commission to utilize \$175k in Traffic Mitigation funds for that purpose. To date, the Town has held a kickoff meeting, 3 site walks including one open to the general public, a brainstorming session with the public and 3 meetings with MassDOT, Cape Cod Commission, Town of Dennis personnel, and VHB. MassDOT conducted the 25% Design Public Hearing on January 24, 2023, at the Harwich Community Center, which was well attended. As a result of feedback from that meeting, MassDOT agreed to install antique appearing light fixtures throughout the entire project and a brick sidewalk through half of the project. The project construction estimate is now \$17,105,428. The massive increase in price is due to both inflation and the addition of various elements such as the brick sidewalk and period lighting. 100% design is due April 2025, while construction should begin in Winter of 2025 or Spring of 2026.

In 2018, the Town applied for and received a grant from the Safe Routes to School program to reconstruct the sidewalks around the Harwich Elementary School. This \$2.4M project is entirely funded with State and Federal funds with the Town's responsibility being to secure the ROW. The original scope of work was to remove the old sidewalk on the three roads surrounding the elementary school (South Street, Sisson Road, and Main Street) and replace them with 5' modern, ADA compliant sidewalks. On September 13, 2022, DOT held a virtual meeting, presented the current draft plans, and took public comment. After that meeting MassDOT adjusted the plans to have 5' sidewalks on Main Street and Sisson Road and an 8' multimodal path on South Street. MassDOT held the 25% Design Public Hearing on June 12, 2024 at the Harwich Community Center, which went very smoothly. The Town will be working on securing the ROW this spring, with construction tentatively scheduled for Fall of 2025.

Another exciting project that the DPW is working on is the Route 124 Culvert Replacement Project. This project will replace the culvert that goes under Route 124, adjacent to Seymour Road and the Cape Cod Rail Trail, owned by the Department of Conservation and Recreation (DCR). To date, the Town has received grants in the amount of \$89,913 from Municipal Vulnerability Preparedness (MVP) in 2023 and \$246,150 from Natural Resources Conservation Service (NRCS) in 2024. NRCS has agreed to fund 75% of the construction cost for this project, which is estimated to be \$5,253,000. My intent is to apply to MVP to cover the 25% of the construction cost that is not covered by the NRCS grant, as I did with the preliminary design of this culvert replacement project. Unfortunately and fortunately, the Town was successful in receiving a higher value \$1.8M MVP grant for the Red River Valley Preserve Watershed Resiliency Project, but only one MVP grant can be issued to a community at a time. Consequently, our Route 124 MVP grant application for year 2 was denied. I have proposed to utilize \$198k in Chapter 90 funds (State gas tax money that Towns receive annually) to keep this project moving forward, rather than to wait for the next round of MVP funding.

The following briefly describes accomplishments and duties of each department within the DPW. It should be noted that during hazardous conditions, such as snowstorms, hurricanes and tornados, all Department personnel function as one cohesive unit for the duration of the event and subsequent cleanup. Additionally, personnel are temporarily assigned to other Divisions within the Department as workload and staffing dictate.

Building Maintenance Department

The Building Maintenance Department consists of four full-time employees. They are responsible for routine and preventative maintenance of over 35 Town-owned buildings, with over 260k square feet of space. There are over 40 additional areas that are also maintained by the department such as the Town gardens, beach stairs and walkways etc.... They are also responsible for the setup and breakdown for Town Meetings and Elections. In addition to routine work, this department completed several building projects during 2024:

- Winter storms with moon tides and high winds destroyed the majority of the Town's stairways that access the public beaches. All required extensive inspections and repairs which were completed prior to the 4th of July holiday.
- Completed the second portion of the Green Communities project at the Community Center. The main 40 ton condensing unit was replaced with a new high-efficiency 25 ton unit with new line set and evaporator coil.

- Continued with minor renovations to Brooks Academy. Removed old, failed steam boiler and four aged air conditioning systems. New high velocity, variable speed heat pumps replaced the removed systems.
- Removed and disposed of the portable classrooms at the 204. Removed and replaced the heating and domestic hot water boilers.
- With the weather cooperating, we were able to perform repairs and paint the interior and exterior of all of the beach bathrooms.
- Provided oversight of the roof repair / replacement at the Brooks Free Library.
- This department also received over 456 and completed over 448 work orders (requests for service) during the year. These included repairing and managing the HVAC systems, broken windows, light fixtures, and locks on various Town buildings, repairing bathrooms, fixing leaks in ceilings, replacing broken tiles, moving furniture and office equipment, and coordinating repair services with outside contractors when appropriate.

Custodial Department

The Custodial Department, which consists of one part time and six full-time employees, has been responsible for maintaining the cleanliness of the Town Hall, Community Center, Police Department, Harbormaster Administration, Library, 204 Sisson Road Municipal Building, Albro House, DPW, Transfer Station, and Cranberry Valley Golf Course.

- Routine maintenance for this department includes:
- Sweeping, vacuuming, mopping, dusting, waxing, polishing, buffing, and cleaning of floors and carpets
- Cleaning and sanitizing restrooms and locker rooms, replenishing supplies
- Cleaning, dusting furniture, walls, fixtures, drinking fountains, blinds, lights, etc....
- Opening, closing, unlocking, locking the facilities as needed
- Arranging the facilities for planned events (i.e. setup/breakdown of tables, chairs)
- Maintaining building security during activities

Disposal Area

The Harwich Transfer Station/Recycle Center is open seven days a week from 8AM-4PM, 362 days a year.

Harwich continues to participate in the Barnstable County Sharps Collection Program. This service provides patrons (free of charge) with designated sharps collection containers that can be filled with contaminated hypodermic needles and given to the Transfer Station attendant.

The main component of the facility is the removal of municipal solid waste (MSW), recycling materials, and other waste materials from the Town. The MSW is loaded into 100-yard trailers and transported to the SEMASS facility in West Wareham, Massachusetts, approximately 50 miles from Harwich. Disposal Area staff made 242 trips to this facility moving a total of 5,921 tons of MSW. The second component of the operation is the drop-off Recycling Center, located east of the Transfer Station. A total of 1,067 tons of recycled material was hauled to a facility in Mansfield and accounted for a total of 320 trips. The last major component of the operation is known as the C&D pad. C&D (construction and demolition, i.e. wood waste from building and remodeling, shingles, and unusable furniture) is dropped off on a concrete pad south of the Transfer Station, where it is processed to increase density and then loaded into 100-yard trailers for transportation to Win Waste Innovations, which is a facility in Taunton. Harwich vehicles made 499 trips, hauling a total of 7,547 tons of C&D.

The Town offers the following programs to residents:

- The Treasure Chest is open on Saturday and Sunday from 9AM-3PM.
- Automotive Product Recycling (daily, year round) for drop off of used oil, antifreeze, gasoline, and oil filters.
- Composting of Grass and Leaves (daily, year round). Material must be weighed, but there is no charge for residents.
- The Paint Shed operates from April 1-October 31. A total of 9,740 gallons were collected in 2024.
- Harwich hosts the Household Hazardous Products (HHP) collections for Harwich, Brewster and Chatham, in which unwanted household chemicals are collected. Collections are held on the second Saturday of each month from May through October, 9AM-12PM. During the 2024 HHP collections, the Disposal Area staff served 341 cars, recycling a total of 58,150 pounds of hazardous waste.
- The Disposal Area also collected 3,900 gallons of waste oil.
- The Garden Club of Harwich worked diligently to establish a Food Scrap Composting program in July. This program has been very popular, removing 15 tons of food scraps from the waste stream in its first six months.

In addition to the above, we continue to accept the following items for a fee: brush, TVs, computers and monitors, propane tanks, tires, refrigerators, air conditioners, scrap metal, and appliances.

In November, the Town lost a great man with the passing of George Sutherland. George was a legend in the Transfer Station for over a quarter-

century, who always had a smile for the residents and a biscuit for the puppy patrons. He will be sorely missed.

Highway Department

The Highway Department's primary responsibility is the maintenance, construction, and repair of 142 miles of public roadway. Staff consists of 8 full-time employees and 2 seasonal workers. Ongoing department programs include annual crack sealing, pavement resurfacing, pavement surface treatments and catch basin repair, replacement, and cleaning. In addition, this department is responsible for the snow and ice removal on 200 miles of public and private roadways, street sweeping, pothole patching, sign maintenance, pavement marking maintenance, and seaweed removal on Town-owned beaches. In addition to the previously mentioned activities, the Highway Department completed the following in 2024:

- Installed 5 drainage systems
- Patched potholes and made road repairs at 65 sites, using 29 tons of asphalt
- Cleaned 570 catch basins with Town-owned equipment.
- Completed street sweeping the entire Town, including all Town buildings and municipal lots, by November 7, 2024
- Maintained all Town owned beaches from May through September
- Striped 28 miles of road
- Completed maintenance striping of 5 municipal parking lots
- Completed Thermoplastic striping of 20 crosswalks on main roads in an effort to provide safer and more visible pedestrian crossings
- Brushed back 20 roads, including 9 main roads
- Completed roadside grass mowing on all main roads and started on secondary roads
- Responded to 571 work orders (requests for service)
- Maintained 11 gravel roads and 8 gravel parking lots
- Assisted the Conservation Department with maintaining Brooks Hollow, Thompsons Field, Cornelius Pond Woodlands, and Texeira Field utilizing a skid steer loader and brush mower for 12 days.
- Relocated the parking area at Bells Neck Conservation Area
- Installed new and replaced old fencing as needed at several conservation areas and beaches
- Assisted the Cemetery Department with the sidewalk project in Evergreen Cemetery
- Re-graded, loamed, and seeded around the new pickleball courts at Brooks Park

Park, Cemetery, and Forestry Departments

These departments are responsible for the maintenance of 6 parks, 7 athletic fields, 19 memorial squares, the grounds of 14 Town-owned buildings, the Town Gardens, and the bicycle trail, the care, maintenance, preservation, and improvement of 17 Town-owned cemeteries, and the planting and maintenance of all shade trees on Town property.

The staffing of these three departments consists of four full-time and four seasonal employees.

Routine maintenance for the Park and Cemetery Departments was as follows:

- Parks, Grounds, and Memorial Squares – These were mowed regularly from mid-spring through mid-fall. Pruning, raking, cleanup, watering, and the painting and repairing of benches were done as staffing permitted, with assistance from the Cemetery and Highway Departments.
- Athletic Fields – These were mowed twice weekly and prepared for games daily from mid-spring through mid-fall. Raking, pruning, watering, cleanup, and repairs to fences, irrigation systems, and drainage systems were done as necessary.
- Maintained irrigation systems for all athletic fields and Town buildings. Repaired several major breaks in piping and replaced broken sprinkler heads as needed
- Bicycle Trail – This was patrolled on a weekly basis throughout the year for litter, washouts, debris, and other safety issues. The bike trail was mowed several times over the summer and was pruned, brushed, and blown off to remove sand and leaves as needed.
- Contracted with Tim Baker Tree Service for six days to remove roadside trees that were dead, dying, or otherwise in danger of falling.
- Cemeteries – Two full-time employees were dedicated to mowing and maintaining the Town's nearly 100 acres of cemeteries. When help was available from the Park and Highway Department, trimming, raking, and other routine maintenance was carried out.
- Cemeteries – Assisted with burial mark-outs and lot surveying
- Coordinated with MacKenzie Tree Service for the removal of dead and diseased trees in the cemeteries. Followed up by grinding the remaining stumps.

In addition to the routine maintenance listed above, the employees of these departments completed the following projects in 2024:

- Continued to improve the drainage on the Community Center fields and other athletic fields by drilling drainage holes with the assistance of the Highway and Cemetery Departments.
- Added stone dust to the warning track at Whitehouse Field and the infields at Memorial Field and Potters Field
- Removed dead trees around Whitehouse Field and cleared underbrush in the woods
- Assisted in the restoration of the Veterans Memorial Field at the Community Center
- Top dressed and over seeded McPhee, Whitehouse, Potters, and Memorial Fields
- Over seeded the grass areas at many of the Town buildings
- Added wood chips to Brooks Park playground with the help of the Highway Department

The Park Department would like to extend a very sincere thanks to Shawn Fernandez and the Golf Department staff for their invaluable knowledge and assistance throughout the year. We would also like to thank Bev & Tim Millar and Gerie Schumann for maintaining and filling the Mutt Mitt Dispensers, as well as the Bikeways Committee for their diligence in patrolling and helping to maintain the bike trail.

Beaches and Town Restrooms

Maintenance of the 20 Town-owned beaches was performed as a joint effort between the Highway, Park, and Building Maintenance Departments. The seaweed was removed weekly from Red River Beach, and periodically from Bank Street, Pleasant Road, and Earle Road Beaches. It was also removed from Belmont Road Beach as needed.

Partner Solutions was contracted to clean and stock Public restrooms twice daily during summer.

Windswept sand was cleaned from the parking lots and beaches were patrolled for litter as staffing permitted.

Vehicle Maintenance Department

The Vehicle Maintenance Department, which consists of four full-time and two part-time employees, is responsible for scheduling, servicing, diagnosing, repairing, and parts ordering/receiving for the Town's entire fleet of vehicles and equipment, consisting of cars, trucks, loaders, sweepers, catch basin cleaner, tractors, trailers, police cruisers, fire engines, ambulances, mowers, plows, and sanders. This department also maintains the Town's fuel, diesel exhaust fluid dispensing systems and its small

equipment, as well as registering, insuring, and handling accident claims for Town vehicles.

The following is a partial list of some of the repairs and maintenance accomplished in 2024:

- Performed Massachusetts State Inspection on 121 vehicles & equipment
- Performed 98 major and minor services to Town vehicles and equipment
- Performed 1,040 repairs to Town vehicles and equipment
- Prepared Town vehicles for Department swaps. Decommissioned vehicles and equipment for trade-in.
- Prepared and maintained trucks and equipment for roadside mowing, beach cleaning and street sweeping
- Prepared Town trucks and equipment for snow and ice removal
- Performed snow and ice removal, storm cleanup

In Conclusion

I would like to thank the Board of Selectmen, Town Administrator and his staff, and all the other Town departments for working cooperatively with the DPW throughout the year. I would also like to thank the residents of Harwich for their continued support of the Department of Public Works. Finally, I would like to thank the enthusiastic, conscientious and hardworking men and women of the Department of Public Works. It is truly a privilege to lead them and know that collectively we make Harwich a better Town to live and work in.

Respectfully Submitted,

Lincoln S. Hooper, *Director*

Report of the **Treasure Chest Committee**

The Treasure Chest is located on Queen Anne Road adjacent to the Harwich Transfer Station. It is operated yearly on the weekends for Harwich residents with hours of 9am - 3pm April to December and 10am - 3pm January, February and March. The Treasure Chest Committee is an advisory committee to the Select Board of the Town of Harwich. The Committee oversees the general operations of the Treasure Chest with the purpose of diverting usable items from the waste stream to the public.

The Treasure Chest Committee currently has six full members and one alternate member. Cindy Beaulieu's term expired at the end of June, 2024 and she declined to renew. Eric Fahle's term ended on June 30th, 2024 and although he elected to remain on the committee he resigned in November 2024. Ellie Gerson resigned as Chair of the Committee but elected to stay on as the clerk. Deborah Gibson was accepted as an alternate member of the committee in May and a full member in July. There was hesitation of the committee members to accept a year long chair position so it was decided and approved for each committee member to serve a three month term as the chair. Reenie Davis accepted a chair position from 8/15/24 to November. Deborah Gibson is the current chair for the months of November and December 2024 and January 2025. At the next meeting in January a new chair will be selected from the remaining committee members. Jeff Handler is the liaison to the Treasure Chest from the Select Board.

There are currently twenty volunteers and four substitutes for the operations of the Treasure Chest. The Treasure Chest needs more volunteers and currently has signs posted at the Treasure Chest and on Facebook. The Committee is investigating a volunteer fair to be held in Harwich in January to attract more volunteers.

The Treasure Chest does a commendable job recycling items, keeping them out of the waste stream. The volunteers are to be commended for their hard work on weekends and for cleaning up during the week. Sorting and placement of items facilitate their removal. There is a constant stream of items in and out of the Treasure Chest. The Treasure Chest also follows applicable Massachusetts Law regarding recycling of textiles. Cardboard boxes and metals are picked up by the transfer station on a regular basis. Brown paper bags, books and magazines are recycled to the designated areas of the Transfer Station. Overabundance of items are distributed to other non-profit agencies such as the Salvation Army and the Red Cross.

Other non-profit agencies are used for individual requests of items when in abundance.

The Treasure Chest operations could not continue to operate without the support of the Select Board, the DPW, the volunteers, and the community at large. The Treasure Chest Committee appreciates all the assistance it receives.

Respectfully submitted,

Deborah Gibson

Report of the **Real Estate & Open Space Committee**

The purpose and mission of the Harwich Real Estate and Open Space (REOS) Committee is to study and make recommendations to Harwich elected officials and voters regarding the protection, acquisition, use and management of land for public purposes.

There are many reasons for the Town of Harwich to acquire, dispose of, conservation restrict, maintain and manage public lands, including such purposes as open space and recreation, habitat protection, affordable housing, historic preservation and general municipal uses.

In 2024 the Real Estate and Open Space Committee recommended the sale of three town owned parcels on Queen Anne Road which were approved at Town Meeting in May. The committee also evaluated and submitted a letter of support to the Community Preservation Committee for the acquisition of a Conservation Restriction on the Thatcher Bog off Great Western Road.

The Committee has closely monitored the progress of the Owners Unknown project funded in Article 39 of the 2022 Annual Town Meeting. The Committee has prioritized a few large untaxed parcels for potential acquisition by the Town for water protection as they are in Zone II contributions to Water Department wells.

One of our Committee members has attended Harwich Affordable Housing Trust meetings as often as possible and will continue to work closely with the Trust in an effort to support affordable housing in the Town of Harwich.

The Committee continues to evaluate and recommend properties to the Board of Selectmen as priorities for conservation, housing and water quality protection. These include Town owned, Tax Lien and Owners Unknown properties. Properties brought before us by individuals interested in offering their property for purchase are also evaluated.

Real Estate and Open Space Committee continues to have a productive relationship with the Harwich Water Department, the Harwich Affordable Housing Trust, the Harwich Conservation Commission and the Harwich Conservation Trust.

Respectfully submitted by:

Dave Callaghan, *Chair*
Katherine Green, *Vice Chair*
Carol Porter, *Clerk*
Margo Fenn
Brad Hinote
Elaine Shovlin
Marcie Smith

Report of the **The Garden Club of Harwich**

The club was founded in 1932 by twenty-five women committed to beautifying our community and spreading the joy of growing flowers and creating and teaching the art of floral designs. Our monthly meetings have designated speakers to help educate us ranging from awakening your spring gardens to hydrangea care to organic gardening and the like.

It is also of note that we continue to be the only garden club in Massachusetts that is designated a Community Wildlife Habitat by the National Wildlife Federation. We continue to participate in the Pollinator Pathway Project across Cape Cod and the Islands. Our commitment to the community is made possible by the dedication of our members who give generously of their time maintaining over twenty town gardens, pathways, highway exits and parks in the seven villages of Harwich.

Annually we maintain the planters in and around town during the spring, summer and fall seasons as well as the holiday season. We additionally provide and decorate holiday wreaths that adorn the electrical poles and public buildings. We appreciate and heartily thank the DPW for the help that we receive in distributing these wreaths as well as the Fire Department for filling the water barrels for the garden at exit 82 on route 6.

During the spring of 2024, we collaborated with the Chamber of Commerce in celebrating Mother's Day Weekend offering a floral workshop inviting children to come and create a gift for their special "Mom".

The summer of 2024 saw a new initiative. A collaboration with the town to sponsor a food scraps program. We distributed containers at the transfer station to the first 100 individuals to encourage recycling food items for composting. As of the end of this year, we have noted many thousands of pounds of recycled food waste, avoided the landfill and ultimately enriching our soil. This has been a great success, and we have enjoyed working with the town to usher in this new initiative.

The GCOH is truly a working garden club, and I would like to thank the 125 plus members for their participation in making our club a vibrant successful club.

The Garden club welcomes anyone that is interested in joining our team of worker bees to check our web site at gardenclubofharwich.org

Respectfully submitted,

Mary M. Wheeler, *President*
Garden Club of Harwich

Report of the **Cape Light Compact**

Cape Light Compact JPE is an intergovernmental organization consisting of the 21 towns on Cape Cod and Martha's Vineyard and Duke's County. The Compact's mission is to serve our 205,000 customers through the delivery of proven energy efficiency programs, effective consumer advocacy, and renewable competitive electricity supply.

Effective July 1, 2017, the Cape Light Compact reorganized itself as a joint powers entity pursuant to Massachusetts General Law Chapter 40 Section 4A1/2, becoming the first joint powers entity in Massachusetts. Reorganizing as a joint powers entity protects member towns from potential liabilities and mandates greater financial accountability through expanded reporting requirements to the Massachusetts Department of Revenue and member Towns, and designation of Treasury functions to an independent entity.

POWER SUPPLY

During calendar year 2024 (CY24), the Compact's power supplier for all residential, commercial, and industrial customers was NextEra Energy Services of Massachusetts (NextEra). The Compact is pleased that our residential price in CY24 remained below the utility's basic service residential price, while also being 100% renewable.

The Compact has been a green aggregation since January 2017, matching Compact power supply customers' annual electricity usage above the mandated state requirements with voluntary renewable energy certificates (RECs) to provide a 100% renewable product. By retiring RECs to match the Compact's customers' usage, Compact customers are financially supporting renewable energy resources, including resources located on Cape Cod. In addition, NextEra deposits all premiums paid for voluntary RECs, plus their supplier and retail fees (expected to total over \$3 million per year), into a trust fund to be used solely for the development of new renewable energy resources. By purchasing electricity through the Compact, all Compact power supply customers are supporting renewable energy and acting locally to combat climate change.

As part of its power supply product, the Compact receives energy and RECs from a solar photovoltaic (PV) project, Farmington Solar, in Maine. The Compact entered into a long-term fixed price contract for energy and Class 1 RECs from just under 5 MW of this project as part of the Compact's commitment to renewable energy and price stability.

At a regional level, New England continues to face electricity pricing spikes during the winter months. Over the last fifteen years, New England has greatly increased its reliance on natural gas for electricity production; however, natural gas pipeline capacity has not substantially increased during that same period. This creates a supply shortage of natural gas for electricity production during winter cold snaps, and therefore increases prices for electric generators, which is passed on to all New England power supply customers. Until such time as this issue is resolved, either through additional natural gas, renewable, or electric transmission infrastructure, demand reduction, or other targeted programs, the possibility of future high winter pricing remains, and as such, consumers should still expect seasonal pricing fluctuations for the foreseeable future.

While power supply prices did not dramatically spike this past winter (2023-2024) and are not anticipated to spike for the upcoming winter (2024-2025), they remain elevated when compared to past years and are unlikely to decline over the next few years. The Compact will continue to seek ways to help customers reduce their electricity costs through innovative energy efficiency programs to mitigate the impacts of higher winter electricity pricing.

As of December 2024, the Compact had approximately 8,539 electric accounts in the Town of Harwich on its power supply.

CONSUMER ADVOCACY

Since 1997, Cape Light Compact has advocated for the ratepayers of Cape Cod and Martha's Vineyard at the local and state level. In CY24, the Compact focused on the following regulatory proceedings at the Massachusetts Department of Public Utilities (DPU):

- Grid modernization (DPU docket 21-80):
 - The Compact's participation in this docket focused on ensuring that customers on the Cape and Vineyard are able to benefit from Eversource's proposed grid modernization and advanced metering infrastructure (AMI) investments. The Compact's key concern is that municipal aggregations and their competitive suppliers be able to access the data available through smart meters in order to design and offer time varying electric rates (TVR) to their customers.
 - In CY24, the Compact participated in monthly AMI stakeholder working group sessions that were required as part of the DPU's order in this docket regarding TVR and data access for competitive suppliers.

- Cape Cod Capital Investment Project (DPU Docket 22-55):
 - The Compact participated in this docket advocating for the approval of Eversource's Cape Cod Capital Investment Project (CIP). The Cape Cod CIP seeks to resolve the significant barriers to interconnection faced by distributed energy resource facilities, such as solar PV, requesting to interconnect to the electric power system in the Cape Cod and Martha's Vineyard area.
 - In CY24, the DPU issued an Order approving the Cape Cod CIP.
- Municipal Aggregation Investigation (DPU Docket 23-67):
 - The Compact and several other Massachusetts cities and towns participated in an investigation the DPU opened into Municipal Aggregation. Specifically, the DPU proposed a draft Guideline and Template Plan for Municipal Aggregations that the Compact viewed as being overly prescriptive.
 - The Compact, in collaboration with a group of stakeholders, advocated for recognition of municipal control and decision-making in the operation of aggregations and was ultimately successful in securing updates to the proposed Guidelines that allow for the flexibility required to effectively operate its Program.
- Eversource Electric Sector Modernization Plan (DPU Docket 24-10):
 - Eversource filed its Electric Sector Modernization Plan (ESMP) with the DPU in January 2024. The Compact participated in this docket advocating for a number of items including ensuring a timely process for the implementation of TVR, approving the Cape Cod CIP, and directing Eversource to report on the impacts of the ESMP on double poles.
 - In CY24, the DPU issued an Order approving Eversource's ESMP. Many of the issues of interest to the Compact will be addressed through Phase II of the proceeding which will begin in January 2025.
- Energy Burden Investigation (DPU Docket 24-15):
 - The Compact participated in the DPU's investigation into Energy Burden by bringing together a group of stakeholders to discuss the issue. The Compact submitted two rounds of comments focusing on energy affordability issues faced by Cape and Vineyard customers to the DPU based on its stakeholder session.

In the fall of 2022, the Compact redesigned its Cape & Vineyard Electrification Offering (CVEO) to align with legislation that passed as part of the Massachusetts Climate Act in the summer of 2022. The Compact

filed its redesigned CVEO with the DPU in November 2022 and received approval in January 2023. The Compact began implementing the program in June of 2023. The redesigned CVEO will serve approximately 55 non-gas heated low- and moderate-income participants, installing cold climate heat pumps and solar PV. A limited number of customers will also receive battery storage. As of August 2024, the program was fully subscribed.

In February 2024, the Compact received a second round of funding from the Massachusetts Clean Energy Center to launch Phase 2 of its Income Eligible E-bike Program. Under Phase 2, the Compact issued vouchers to income-eligible participants that can be used at participating bike shops. Depending on the customer's income-eligibility, a standard voucher covers 75% of the cost of a Class 1 e-bike, up to \$1,200, and an enhanced voucher covers 90% of the cost of a Class 1 e-bike, up to \$1,500. As of August 2024, the Compact had issued all vouchers for which it received funding under Phase 2, approximately 250 vouchers.

ENERGY EFFICIENCY

Funding for the energy efficiency programs (i.e. energy audits for homes and businesses, rebates on the purchase of energy efficient appliances and energy education in our schools) comes from the monthly customer “energy conservation” charge on each customers’ electric bill, which is multiplied by the number of kilowatt hours used during the month (\$0.03301 for residential customers and \$0.01589 for commercial and industrial customers).

Jan – Nov 2024	# of Participants	Customer Savings	kWh Saved	Rebates/Incentives Paid to Customers
Low Income	91	\$11,586	57,931	\$759,817
Residential	697	\$36,633	183,165	\$991,199
Commercial	44	\$34,417	172,086	\$383,931
Total	832	\$82,636	413,183	\$2,134,947

Note: The data above does not include activity from December 2024 due to the date of this publication. Please visit www.capelightcompact.org/reports/ for more information.

Harwich Representative – Valerie Bell

SCHOOLS

Report of the

Cape Cod Regional Technical High School District



Cape Cod Regional Technical High School was established in 1973 as a public technical high school. Cape Cod Tech students meet the same academic standards required by the State as our sending schools while also meeting certification standards of their technical training.

District Towns: Barnstable, Brewster, Chatham, Dennis, Eastham, Harwich, Mashpee, Orleans, Provincetown, Truro, Wellfleet, Yarmouth

Mission Statement: *Educating hands and minds*

Cape Cod Regional Technical High School developed the new mission statement during our latest strategic planning process.

Enrollment: For school year 2023-2024, the enrollment on October 1, 2023 was 664 students.

Budget: For school year 2023-24 (FY24) the Total Operating Budget was **\$16,750,000**, a **3.86%** increase over FY23. To view: <https://www.capetech.us/about/departments/business-office>

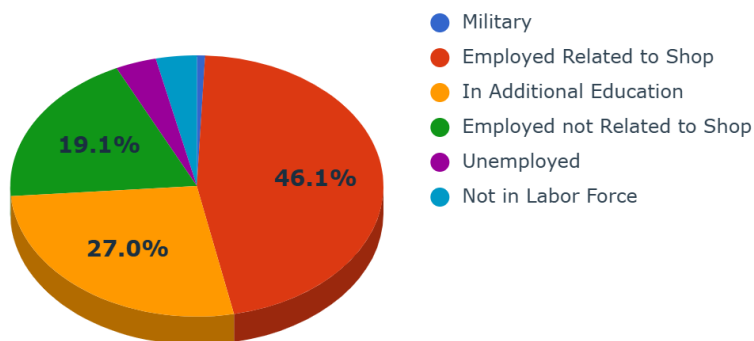
News from Superintendent Sanborn:

During the 2023-2024 school year, Cape Cod Tech completed its decennial New England Association of Schools and Colleges (NEASC) self-study as well as a visit by twenty vocational technical colleagues who validated our self-study and our school as a whole. The district anticipates notification of our new ten year NEASC accreditation during the 2025 school year. The work by our entire staff truly shined during the visit.

After 2023 where our school earned a “School of Recognition” for MCAS performance, this past year Cape Cod Tech’s 2024 academic achievement was once again stellar with tremendous student growth. Our 10th-grade students demonstrated commendable performance across all subjects. In English Language Arts, 68% of students met or exceeded expectations, surpassing the state average of 57%. In Mathematics, 55% achieved this level, compared to the state’s 48%. In Science, 58% of students met or exceeded expectations, exceeding the state average of 49%. These results were on par or better than most Cape & Islands high schools due to the hard work of our students and their teachers.

Technically, the training our students receive from our highly skilled technical instructors is recognized and sought after by our employer partners. Over one hundred and fifty (150) juniors and seniors worked during their shop time in our successful Cooperative Education program. In our most recent 2023 graduate follow-up study, ninety percent of our graduates responded and the results below show excellent outcomes:

Class of 2023 Post Graduate Outcomes
(Response Rate 141 out of 156 graduates)



Finally, Cape Cod Tech is in the beginning stages of planning for future programming. As shared last year, Cape Cod Tech is now the steward of thirty-three acres at 374 Main Street through an intermunicipal lease agreement with the town of Harwich. After receiving a \$590,000 private donation, the district has engaged with both a civil engineering and architectural firm to design the site and buildings which will serve as the future home for our Environmental Technology and Veterinary Science programs. Slated to open in September 2026, these programs will allow more students in our district access to technical education at this satellite campus. Finally, we continue to view our facility not only as a school but as a community resource providing services to towns and community members, offering afternoon and evening workforce training (see our adult education website <https://www.communityschoolcct.org>) and hosting events for towns and non-profit organizations. Cape Cod Tech truly appreciates our twelve sending towns for their ongoing support of our district

Town of Harwich: Harwich had 76 students enrolled at Cape Cod Tech as of October 1, 2023.

The assessment for Harwich in FY24 was \$1,400,362 based on the previous year's October 1, 2022 enrollment of 69 students.

Highlights from Cape Cod Tech 2023-24 School Year

- All of the 147 seniors graduated: 14 from Harwich.
- Enrolled 183 freshman: 23 from Harwich.
- Awards Night for the graduating Class of 2024 presented 205 scholarships, toolships and awards, totaling **\$224,945** through the generosity of Cape Cod community organizations, charities, family memorials, and the Cape Cod Tech Foundation.
- Thirty-Eight (38) students received John and Abigail Adams Scholarships, 5 from Harwich.
- The National Technical Honors Society (NTHS) had 38 juniors and senior inductees this year, 6 from Harwich. They fundraised to support two charities: MSPCA and Independent House.
- SkillsUSA, a national student organization, is a huge part of the Cape Cod Tech experience, combining technical, academic and employability skills. The Cape Tech SkillsUSA chapter earned a Models of Excellence Recognition for the 5th year and also earned 5 gold, 16 silver, 16 bronze medals and 1 State Officer in District competitions; 9 gold, 2 silver, 4 bronze, 1 State Officer Elect in the State competition and earned the privilege to go on to the National Competition. Community Service initiatives this year are too numerous to name – in other words, “*We Rocked!*”

- Future Farmers of America (FFA) is a national career and technical student organization of middle and high school classes that promote and support agricultural education. In 2024, forty (40) students were enrolled in our Horticulture program, all of whom are enrolled in FFA. In the annual state competitions, they placed 2nd, or 3rd in all areas of competition.
- The Cooperative Education (Co-Op) program works with local industries to hire 11th and 12th grade students during the 2-week vocational cycle, thus enhancing their training, skills and employability after high school. Students meet attendance and grade criteria to be eligible, and continue attending their academic courses. This year 95 seniors and 59 juniors participated.
- Athletics expanded this year with our new athletic fields. Sports offered: football, volleyball, girls and boys soccer, cross-country, golf, ice hockey, boys and girls basketball, cheerleading, baseball, softball, girls and boys lacrosse, track& field, spring track and tennis.

Technical Highlights from 2023-24

- The Auto Collision program increased student placements in Co-Op Education. All 12th graders graduated. All 11th graders completed four or more industry certifications. All 10th, 11th, and 12th graders are OSHA certified. The 9th grade class seats were filled to capacity. Over 120 jobs were completed for the general public to a gross total of \$40,000.
- The Auto Technology program created and completed an electrical vehicle curriculum for 10th, 11th, and 12th graders. Three students competed in the SkillsUSA state competition and 2 students placed 2nd at the Ford Troubleshooting competition.
- The Carpentry Department students have worked to master the use of field-specific math tasks, including estimation of materials, calculations of areas, layout of rafters, etc. Using the textbook software, tests were created for each unit to assess students' understanding of topics from the theory classroom. Many carpentry projects were completed for the public.
- Cosmetology has implemented a job shadow program for juniors, where they are gaining valuable experience in local hair salons. Salon representatives come into the program throughout the year to demonstrate and speak with students. Fifteen students competed with SkillsUSA and won six medals in all. Six of nine seniors passed the Mass. State Board Exam.
- Culinary Arts had a busy year with the COVE restaurant, providing an opportunity for students to practice their training. Students were ServSafe certified. The school events, public events and daily

restaurant lunches provide a structured learning environment for students.

- Dental Assisting offered their upperclassman clinic experience at two community locations. Ninth graders were provided a fun, interactive, realistic curriculum as they explored various shop choices. Former students returned as guest speakers to enhance students' knowledge of a career in dentistry. Eighty percent of seniors participated in Co-Op and 100% graduated.
- Design & Visual Communications (DVC) was very popular among the 9th graders again this year with 40 freshmen choosing it as one of their top 3 choices. Students train on the shop equipment to make artwork, posters and banners for the school and graphic artwork for community customers. Almost all seniors won scholarships or toolships this year.
- The Electrical Shop completed a 3rd Annual Electrical Championship and placed 23 students in Co-Op jobs. All 10th, 11th and 12th graders completed OSHA certifications. Partnerships with Habitat for Humanity, Dream Day on Cape Cod and the Family Table Collaborative provided opportunities for students to practice their skills within local organizations.
- In the Engineering Technology program students are handling drones, practicing their 3D printing skills and working on robotics. A competitive team of six students joined three local robotic leagues and qualified in a regional competition.
- Health Technologies students were active in the community hosting blood drives, working with the VNA, Cape Cod Hospital and Alzheimer's Care. All juniors earned their Certified Nursing Assistant (CNA) license. Also, they invited speakers into the classroom; one a med-flight nurse who came with her helicopter for students to see. Another visitor provided a demonstration of sound healing and a third discussed hiring opportunities at the hospital.
- The Horticulture program uses the school grounds as a training opportunity for students to practice their skills, providing an essential service for the school. They completed irrigation upgrades, new installations and masonry patios. The state has now allowed students to test for an apprenticeship license to operate heavy equipment and some students have already passed.
- The HVAC Department is often the target of school tours because of its rigorous and exciting culture. HVAC has a 90% Co-Op rate within its junior and senior classes. Fifteen students participated in SkillsUSA competitions. The freshman earned the Hot Works certifications and sophomores achieved OSHA certifications.

- The Information Technology Program has multiple industry standard certifications built into their curriculum. This is a great way for our students to get a step up when interviewing. The program offers assistance to the Harwich Council on Aging and assists students with finding volunteer opportunities at local community centers to offer their skills in their trade.
- The Marine Services Program is a member of the American Boat and Yacht Council (ABYC) which provides current marine industry standards-based curriculum. They contract with Yamaha and Mercury for training materials and train students with Honda equipment. Five graduates have secured full-time employment in the local marine industry, three have enrolled at Maine Maritime Academy and three at Cape Cod Community College.
- The Plumbing Shop added a computer-based assessment to provide students with feedback on their performance and areas that most need improvement. The plumbing curriculum parallels the Board of Plumbers and Gas Fitter Code book and uses Skills Plus, a nationally accredited training. Eighteen students were placed in Co-Op positions.

Academic Highlights from 2023-24

- Business Education/21st Century Learning teaches three strands of technical education to 9th and 10th graders. The program partnered with the Co-Op Education program to host a job fair with local businesses, attended by all grades, which was a huge success. The program hosted the 11th Annual Credit For Life Fair sponsored by CapeCod5. They procured a grant from the MA Treasury for financial education materials and another donation for prize money for their annual stock market game competition.
- The Art Department has created student portfolios and used Artsonia, a public virtual gallery, to allow parents to view their student's artwork. For the second year they were invited to create a mural for the Hope Project. They have interfaced with several other school programs to work on projects together.
- The English Department is proud that the ELA MCAS scores contributed to Cape Cod Tech being named a ***School of Recognition*** by the Massachusetts DESE. The student newspaper, Tech Talk, earned awards from the New England Scholastic Press Association, American Scholastic Press Association, and Columbia Scholastic Press Association.
- The Social Studies Department incorporated data points for Senior Projects, AP exams, and Senior Scholarship Awards as additional ways to assess student achievements. All students participated in

civic projects and practice presentations. This department works intensively to prepare students for graduation, the work force and college.

- The Math Department completed year one of a new text and curriculum, *Reveal* that involved intensive focus for the teachers. A goal towards improving preparation for MCAS, included organizing questions into topics that align with algebra and geometry curriculum. MCAS scores for 2024 “growth” were especially noteworthy over the state averages.
- The Science Department focused on building trust with through caring and fairness. After school support included credit for extra lab work and extra-help sessions two days a week. MCAS scores for 2024 in science were on average better scores than all but one Cape schools.
- The Special Education Department teachers regularly reach out to parents (via email, phone calls and Google classroom) regarding both concerns and positive feedback throughout the year. Teachers regularly provide time in class after instruction to work on homework to ensure that students understand the material and to minimize anxiety.
- The Student Services/Guidance Department is comprised of four counselors, an adjustment coordinator and admissions coordinator. Their Student Ambassadors program recruits students to provide leadership at school functions, new student orientation, and tours of the school for visiting students and groups. This year 65 students participated, providing an essential role to the school.

Please visit our website: www.capetech.us for more information.

Respectfully submitted,

Robert Furtado, Vice-Chair, and John Our
*School Committee Representatives to Harwich
Cape Cod Regional Technical High School District School Committee*

Report of the **Monomoy Regional School District**

Monomoy Regional School District is a community of learners of all ages focused on building knowledge, positive character, and resiliency in a safe, supportive, creative, and challenging environment. The following report summarizes many of the happenings in our community schools during the 2024 calendar year.



A strategic focus on the future

In March 2024, Monomoy Regional School District launched its new Strategic Plan, which provides a structure for our schools from 2024 through 2028. This plan will guide the operation of the district in the coming years with a focus on the needs of students. The process of developing our Strategic Plan was informed by input from students, educators, families, community members, and local leaders – their voices were an integral part of the process and resulting plan. The three main categories of Monomoy’s Strategic Plan are Portrait of a Graduate Implementation, Learning and Academics, and Being and Wellness. The Portrait of a Graduate Implementation will focus on developing and implementing a comprehensive plan to ensure that every graduate possesses the skills, attributes, and characteristics necessary for success in college, career, and life, in alignment with our Portrait of a Graduate developed in 2023. Within Learning and Academics, Monomoy will strive to foster a rigorous, equitable, and inclusive academic environment that nurtures the competencies of the Portrait of a Graduate to prepare students for college, career, and life. And to support Being and Wellness, Monomoy will cultivate a safe, inclusive, and supportive environment that promotes the mental, emotional, and physical well-being of students and staff. Together, these guiding principles will help us focus our resources and attention to the areas that our community has identified as priorities.

Academic Excellence, Honors, and Awards

The 2024 calendar year brought many exciting honors and awards for Monomoy students and faculty.

Superintendent's Award for Academic Excellence

In March 2024, Monomoy Regional High School senior Yu Ying Zou was awarded the 2024 Massachusetts Association of School Superintendents Award for Academic Excellence. This award is given to the high school senior who has distinguished themselves in the pursuit of excellence during their high school career. In selecting the award winner each year, Superintendent Dr. Scott Carpenter looks for not only academic success, but for demonstrations of leadership and initiative within the school and the greater community. Yu Ying was valedictorian for the Class of 2024 and is attending Harvard University.

NSDC Award for Academic Growth and Student Leadership in Learning

In April 2024, Monomoy Regional High School senior Susannah Brown was selected by the high school's administration to receive the 2024 NSDC Award for Academic Growth and Student Leadership in Learning. The National School Development Council is a network of regional school study councils that supports excellence, equity, and continuous educational improvement. This award is presented to high school seniors who have consistently pursued a high level of academic effort, and who have also served as positive role models for the student body. Recipients of the award exemplify admirable character and accomplishment.

DAR Good Citizen Award

Lillian Gould, a senior at Monomoy Regional High School in Harwich, was honored in February 2024 by the Captain Joshua Gray-Jonathan Hatch Chapter of the Daughters of the American Revolution with its 2024 Good Citizen Award. This award recognizes and rewards individuals who possess the qualities of dependability, service, leadership, and patriotism in their homes, schools, and communities. The organization selects one student from each high school on Cape Cod to receive this award.

Junior Book Awards

In June 2024, Monomoy Regional High School honored students in a variety of categories, bestowing Department Awards and Junior Book Awards to members of the Class of 2025.

The Department Awards are chosen by the Instructional Leaders for those juniors who have demonstrated excellence in the classroom.

World Language – Excellence in Latin: Hillevi Segerson and Fiona Moore; Excellence in French: Yssel Rivas Batista, Excellence in Spanish: Jericah Dujua, Excellence in Mandarin: Emily Layton and Kassandra Cruz

Science and Technology – Excellence in Biology: Hillevi Segerson; Excellence in Chemistry: Anna Borzilleri; Excellence in Physics: Jake Giorgio; Excellence in Computer Technology: Amaud Pryce

Social Studies – Excellence in History: Aubrey Schneeberger; Excellence in History: Jason Elhilow

Math – Lucy Bates and Ryan Laramée

English – Critical Thinking: Emily Layton; Perseverance: Amaud Pryce and Anna Borzilleri; Passion: Hillevi Segerson; Communication: Jason Elhilow; Challenge: Ella Robinson

Visual and Performing Arts – Digital Media: Ashleigh Bourgea; Excellence in Visual Arts: Lilly Furman; Excellence in Instrumental Music: Ben McGrath; Excellence in Choral Music: Leyla Holmes; Excellence in Theater Performance: Chloe Thompson; Excellence in 3-Dimensional Art: Isabella Bellefeuille; Excellence in Ceramics: Scarlett O'Malley

Wellness – Bobbi Rose Brown

Culinary – Yssell Rivas Batista

The Junior Book Awards are given to students who are in the top of their class with respect to their academic standings and GPA. Colleges present the awards each year to 11th-grade students in recognition of their outstanding academic accomplishments, dedication to learning, leadership, school involvement, and community service: Lucy Bates – Harvard University; Ryan Laramée – Massachusetts Institute of Technology; Emily Layton – Yale University; Aubrieta Schneeberger – Dartmouth College; Hillevi Segerson – Brown University; Jericah Dujua – Tufts University ; Niko Vujosevic – Notre Dame University; Kassandra Cruz – Wellesley College; Maya Jones – Smith College; Tamer Khalil – St. Michael's College; Adelaide Thonus – St. Michael's College; Justin Barr – Suffolk University; Bella Bellefeuille – University of Vermont; Sophia Cohrs – Worcester Polytechnic Institute; Hannah Sullivan – Endicott College.

Teacher and School Awards

Monomoy Regional High School teacher Lizzie Sheptyck was awarded the William Spratt Award for Excellence in Teaching Secondary Social Studies from the Massachusetts Council for the Social Studies in April 2024. Each year, the MCSS presents Awards of Excellence in a variety of social studies areas to educators from across the Commonwealth. The William Spratt Award for Excellence in Teaching Secondary Social Studies is awarded to high school teachers and is named after one of the earliest members of MCSS, Bill Spratt, who was a teacher and department chair at Whitman-Hanson High School and a Marine Corps veteran. Through his tireless work, MCSS grew into the leading professional organization for social studies in the state.

John Dickson, a history and social studies teacher at Monomoy Regional High School in Harwich, was awarded an American Lawyers Alliance Teacher of the Year Award for 2024. The American Lawyers Alliance awards honor United States public and private high school teachers who have made significant contributions in the area of law-related education. Selection is based on how the teacher: furthered the understanding of the role of the courts, law enforcement agencies, and the legal profession; helped students recognize their responsibilities as well as their rights; encouraged effective law-related education programs in their schools and communities; and increased communication among students, educators, and those involved professionally in the legal system.

Nancy Gifford, a Grade 7 science teacher at Monomoy Regional Middle School, was honored with the David H. Byron Award For Outstanding Service to Science Education by the Massachusetts Association of Science Teachers in November 2024. The David Byron Award is given by the MAST President to a MAST board member, in recognition of service and support to the organization and science education in Massachusetts. Gifford actively engages in numerous initiatives that shape science education on both state and national levels.

Monomoy Regional High School received numerous honors from the College Board for its excellence in educating students and providing all students with access to advanced coursework. Monomoy Regional High School earned a place on the College Board's AP School Honor Roll for the 2023-2024 school year, meeting the criteria for Gold Status. The AP School Honor Roll recognizes schools that have done outstanding work to welcome more students into AP courses and support them on the path to college success, with criteria including College Culture, College Credit, and College Optimization. Monomoy achieved Gold Status for College Culture and College Credit and Platinum Status for College Optimization. MRHS was further recognized with the AP Access Award, which honors schools that encourage more low-income and underrepresented minority students to take AP courses.

Celebration of Excellence

In December 2024, Monomoy Regional High School held its annual fall Celebration of Excellence, honoring students for a variety of academic achievements, including excellence in engineering, Adams Scholarships, and AP Scholar awards. Honorees included current MRHS students as well as members of the Class of 2024.

Project Lead the Way Awards

New this year, students who have demonstrated excellence in Monomoy's Project Lead the Way courses are being recognized. Project Lead the Way,

better known as PLTW, is a research supported approach that empowers students to discover and explore interest, imagine and design solutions to real world challenges, and become independent, confident problem solvers. Courses included in this recognition are Introduction to Engineering, Principles of Engineering, and Computer Integrated Manufacturing. This year, new courses are being offered in Aerospace Engineering, Cybersecurity and Computer Science. At the end of each course, students take an exam and can score in the following categories: Novice, Practiced, Accomplished and Distinguished. The following MRHS students are honored for earning Accomplished or Distinguished level results.

Introduction to Engineering

The following student received a score of Distinguished: Justin Barr

The following students received scores of Accomplished: Solomon Antar; Harrison Beaumont; Anna Borzilleri; Thomas Chase; Michael Considine; Amalia Decastro; Caleb Escher; Josh Finkle; Lilly Furman; Kyra Howard; Ava Larocco; Ciara McAllister; Benjamin McGrath; Quinn Muldoon; Sawyer Nicholson; Dylan Rodriguez; Ethan Rosencrans; Tyler Stephens; Robert Teele; Fitzpatrick Vath; Chase Yaretts.

Principles of Engineering

The following students received scores of Accomplished: Solomon Antar; Anna Borzilleri; Michael Considine; Amalia Decastro; Caleb Escher; Amaud Pryce; Emily Saliba; Joseph Ventura.

Computer Integrated Manufacturing

The following students received scores of Accomplished: Bridget Addison; Solomon Antar; Dylan Chase; Ethan Rosencrans.

John and Abigail Adams Scholarship

More than 40 MRHS seniors were named as recipients of The John and Abigail Adams Scholarship. The Adams Scholarship is a merit-based program that provides a credit toward tuition for up to eight semesters of undergraduate education at a Massachusetts state college or university. For this scholarship, recognition is based on student scores on the 10th grade MCAS exam. The Monomoy Regional High School Adams Scholarship Award Winners are: Bridget Addison; Keith Arnold; Justin Barr; Lincoln Barry; Lucy Bates; Isabella Bellefeuille; Anna Borzilleri; Dillon Chapman; Sophia Cohrs; Michael Considine; Jack Credit; Jericah Dujua; Jason Elhilow; Caleb Escher; Maya Flaherty; Leyla Holmes; Finn Hyora; Rowan Jansen; Alexander Jennings; Maya Jones; Tamer Khalil; Ryan Laramée; Cameron McCutcheon; Benjamin McGrath; Artemis O'Connor; Max Ramler; Megan Richman; Chace Robbins; Ethan Rosecrans; Tyler Santoro; Aubrieta Schneeberger; Hillevi Segerson; Adelaide Thonus; Chloe Thompson;

Zach Vagenas; Caroline Vitolo; Niko Vujosevic; Vidan Vujosevic; Jacob Woodland, Chase Yarletts; Jedidiah Zimmerman.

AP Scholar Awards

There are levels of AP Scholar designation, depending on the number of AP courses taken and the scores earned: AP Scholar – students who receive scores of 3 or higher on three or more AP Exams; AP Scholar with Honor – students who receive an average score of at least 3.25 on all AP Exams taken, and scores of 3 or higher on four or more of these exams; and AP Scholar with Distinction – students who receive an average score of at least 3.5 on all AP Exams taken, and scores of 3 or higher on five or more of these exams.

The following students from the MRHS Class of 2025 have been recognized as AP Scholars, and their names have been added to the AP Scholar Plaque that resides on the wall in the Main Street Hallway. The students receiving AP Scholar recognition include: Quill Achino; Ashley Anderson; Isabella Bellefeuille; Dillon Chapman; Sophia Cohrs; Jericah Dujua; Jason Elhilow; Maya Flaherty; Finn Hyora; Tamer Khalil; Emily Layton; Megan Richman; Juliana Ritchie; Chase Robbins; Chloe Thompson. The students receiving AP Scholar with Honor recognition are Justin Barr; Lucy Bates; Kassandra Cruz; Maya Jones; Cameron McCutcheon; Hillevi Segerson; Caroline Vitolo; Niko Vujosevic. The student receiving AP Scholar with Distinction recognition is Aubrieta Schneeberger.

A number of students from the MRHS Class of 2024 were also recognized as AP Scholars. The graduates receiving AP Scholar recognition include: Alexis Arruda; Braeden Darling; Emily Gray; Jasper Hayes; Owen Lavin; Talia Perez; Jack Raye; Dahlia Viprino; Sally Watson; Isaiah Woodland. The graduates receiving AP Scholar with Honor recognition include: Isadora Alexis and Camden Jolibois. The graduates receiving AP Scholar with Distinction include: Paul Carlson; Abigail Considine; AJ Gates; Lillian Gould; Liam Jordan; Stephen Kelly; Jordan MacRoberts; Ashley Smith; Yun Ying Zou.

Convocation

Monomoy Regional High School held its Senior Convocation Academic Awards and Scholarship Evening on Thursday, May 30, 2024. Students, families, faculty, and community members gathered to celebrate their hard work and achievement, and many local organizations were in attendance to present the scholarship awards. Guests also enjoyed performances by the MRHS Jazz Band, led by Wayne Naus, and the MRHS Select Choir, led by Rosemarie Richard. The Brooks Medal, a historic award in our community, was bestowed on MRHS Senior Isadora Alexis. The Service Award was presented to Tatum Jacobs, entering the U.S. Air Force. MRHS Principal

Jennifer Police presented the Principal's Pride Award to Angel Berrios and Travis Frey. Athletic Director Karen Guillemette presented Scholar Athlete of the Year awards to Paul Carlson and Susannah Brown. The Eagle Scout Award was presented to Paul Carlson. Yu Ying Zou was recognized as Valedictorian and Lilly Gould was recognized as Salutatorian.

Nearly 60 Monomoy Regional High School students received scholarship awards at Convocation, with more than half a million dollars handed out to the Class of 2024. The Community Scholarships totaled \$104,800, the Monomoy Dollars for Scholars Scholarships totaled \$186,950, the Cape Cod Foundation Scholarships totaled \$184,100, and the Cape Cod Association Scholarships totaled \$20,250. Thanks to these generous donors, the Monomoy Class of 2024 received \$496,100 in local scholarships.

Graduation

Monomoy Regional High School held a graduation ceremony for the Class of 2024 on June 4, 2024. The 115 graduates were welcomed by Principal Jennifer Police and Class President Annalise Holden. Superintendent Dr. Scott Carpenter's address focused on ways the graduates can be of service to others. School Committee Chair Meredith Henderson and Valedictorian Yu Ying Zou also gave inspirational remarks. The 2024 Reflection Awards were presented to educators from each school that students selected for their impact on their development. Susannah Brown presented the HES award to Joseph Zabielski, Talia Perez presented the MRMS award to Wyatt Sullivan, and Camden Jolibois presented the MRHS award to Jeremiah Nickerson. Remarks from Salutatorian Lillian Gould, a Student Address by Rafael Abreu, and Class President Annaliese Holden's speech followed. MRHS teacher John Dickson presented Global Studies diplomas to Isadora Alexis, Susannah Brown, Lillian Gould, and Annalise Holden. Ad Lucem ("toward the light") is the underlying principle that guides our district and all our students. This is represented in the annual high school graduation award presented at graduation. These awards are given to those who selflessly contribute to the school's culture. The 2024 Ad Lucem Award winners were: Faculty – Jessica Friedman; Staff – Betsy Casey; Students – Talia Tambolleo Perez, Susannah Brown, Rafael Oliveira; and Community Member – Mark Russell. Throughout the ceremony, there were special musical performances by the MRHS Select Choir. The ceremony closed with a moving solo performance by graduate Alexis Aruda.

Monomoy Regional High School Performing Arts

January 2024 opened with the Annual Alumni Concert followed almost immediately by the Senior Southeastern District Music Festival, where eight students represented Monomoy Regional High School in four different ensembles. The MRHS Select Choir was given the tremendous honor of singing the National Anthem at the State of The Commonwealth Address

in the State House in Boston. Rehearsals began for the spring musical production of *Beauty and The Beast*, which included the yearly visit from guest artist/clinician/Broadway actor Robi Hager.

In February, 18 Monomoy Regional High School music students represented the district in the All-Cape and Islands Music Festival in all four ensembles. Freshman clarinetist Riley Martin represented Monomoy in the Junior Southeastern District Music Festival. March came in and it was full-speed ahead to a very successful five-show run of *Beauty and The Beast*, with 58 students participating in the cast, pit band, and crew. Emory Hines '26 and Leyla Holmes '25 successfully auditioned for the MA All-State Music Festival and got to perform the final concert on the stage of Symphony Hall after rehearsing for a full day in Worcester with the best high school musicians from across the state. Our Annual themed and costumed Pops Concert was Contemporary Broadway Musicals.

In April, MRHS hosted the All-Cape and Islands Music Festival using a very unconventional model where Monomoy's own Jazz Band Director, retired Berklee College of Music Professor Wayne Naus, arranged all the songs, and directed a 76-piece jazz band on the Monomoy stage made up of students from Monomoy, Nauset, D-Y, Falmouth, Martha's Vineyard, and Barnstable.

May included Senior Arts Night and the Spring Concert along with a handful of smaller in-house and community performances.

September began with a significantly smaller but immensely powerful Concert Band due to two years of no Middle School Band due to Covid, and Select Choir and Chorus numbers are on a healthy upswing with a return of male singers again. The current Middle School Band has 27 7th-graders and we are on a major program rebuilding campaign.

October was busy with rehearsals for the incredibly successful Fall Drama Production of *Puffs*, a spoof on the Harry Potter books and movies with three dozen students involved. There were also major preparations for the local and regional music festivals, which Monomoy crushed in November starting with all 27 MRHS music students successfully auditioning for spots in a Treble Choir, Mixed Chorus, Orchestra, and Band. Eight of Monomoy's instrumental students were top scoring in their sections. Nine students successfully auditioned for the highly competitive Senior Southeastern District Music Festival with Emory Hines '26, Payton MacRoberts '26, Benjamin McGrath '25, and Wellington Holmes '27 all scoring high enough to qualify them to audition for the Massachusetts All-State Music Festival at the end of January. November ended with our 3rd Annual Tour of Monomoy's middle school and two elementary schools.

December brought a full house for the annual Winter Concert, the decision to bring our Jazz Band to the MA Association for Jazz Education Cape Cod Coastal Jazz Festival for rating, and the news that Emory Hines ‘26 and Leyla Holmes ‘25 made the All-Eastern Music Festival due to their scores from last year’s All-State Music Festival.

Budget and Assessments

The District Budget

The Monomoy budget is how much it costs to fund the education of children in Harwich and Chatham. Every year, the district’s budget is presented to each community’s Town Meeting for approval. Detailed budget information is made available on the school district’s website and is provided to each town’s library and Town Hall, per the district’s regional agreement.

See below for the three most recent budgets.

	FY23	FY24	FY25
Total Budget	\$42,801,403	\$44,382,003	\$46,511,471
Increase over the previous year	2.98%	3.69%	4.8%

The priority needs that were funded in the **FY25** budget included:

- new employee contracts for teachers, assistants, and cafeteria staff;
- the end of federal funding for key positions added to respond to the need for academic, social-emotional, and special education support following COVID;
- new instructional materials; and
- increased investment in professional development for teachers.

The Regional Assessments

The assessment is how much each town pays to fund the Monomoy Regional School District, according to the formula in the Regional Agreement.

See the table below for the regional assessments for the most recent three years:

Town	FY23	FY24	FY25
Harwich	\$27,301,458	\$28,469,466	\$29,876,982
Chatham	\$9,513,587	\$9,710,449	\$10,308,940

The district’s regional agreement draws on the following figures to calculate the assessments:

- Minimum required contribution: This is calculated by the state using foundation enrollment, and the real estate and income wealth within each town.
- Elementary school operating budgets: Each town is assessed 100% of the costs of the elementary school in that town.
- District, middle school, and high school operating budget: Each town is assessed a share of these costs based on their share of the total foundation enrollment in grades 5-12.
- General fund revenue and state aid: This revenue is assigned to offset each of the three operating budgets (the Harwich Elementary School budget, the Chatham Elementary School budget, and the Middle/High/District budget) based on the share of foundation enrollment.
- Transportation budget: This is assessed to each town based on the number of Harwich and Chatham resident students that attend Monomoy schools.
- District, middle school, and high school capital budget: This is assessed to the towns based on each town's share of the average foundation enrollment for the previous three years.
- District, middle school, and high school debt budget: This is assessed to each town's share of the average foundation enrollment in grades 5-12 for the three previous years.
- Foundation enrollment: This figure is all children residing in a town for which the town is financially responsible – these include children from Harwich or Chatham who are attending a Monomoy School, another local school district through school choice, or a charter school. Children attending Cape Tech or private schools are not included in a district's foundation enrollment.

See the tables below for the figures used in the calculation of the regional assessments for the most recent three years.

Minimum Required Contribution

Town	FY23	FY24	FY25
Harwich	\$13,626,305	\$14,991,331	\$15,332,048
Chatham	\$4,291,152	\$4,566,662	\$4,476,862

Operating Budgets

	FY23	FY24	FY25
Harwich ES	\$7,850,073	\$8,109,663	\$8,586,880
Chatham ES	\$3,185,846	\$3,441,198	\$3,828,204
Monomoy MS/HS & District	\$28,220,442	\$29,013,379	\$29,841,283

Capital Budgets

	FY23	FY24	FY25
Harwich ES			\$120,000
Chatham ES	\$45,000		\$40,000
Monomoy MS/HS & District	\$101,000	\$200,000	\$265,000

Transportation and Debt Costs

	FY23	FY24	FY25
Transportation	\$1,519,417	\$1,793,138	\$1,810,480
Debt	\$1,879,625	\$1,824,625	\$2,019,624

General Fund Revenue and State Aid

	FY23	FY24	FY25
Total General fund revenue and state aid	\$5,986,359	\$6,202,087	\$6,325,549

Foundation Enrollment*

Town	FY23	FY24	FY25
Harwich	1,268	1,250	
Chatham	386	365	

*Year of enrollment, FY25 not yet available.

Students Attending Monomoy RSD Schools*

Town	FY23	FY24	FY25
Harwich	1,164	1,167	1,158
Chatham	368	356	357

*Year of enrollment, FY25 provisional.

Capital, Extraordinary Maintenance, and Technology

Since regionalization, the school district has maintained a five-year capital, maintenance, and technology plan, with the goal of ensuring that both the physical plants and technology infrastructure continually support learning and preserve the towns’ facilities.

Significant projects that were completed in FY24 included:

- purchase of a new facilities pickup truck;
- replacement of Monomoy Regional Middle School IT network switch;
- Monomoy Regional Middle School and Chatham Elementary School replacement of carpet with tiles;
- significant repairs to a Monomoy Regional High School rooftop HVAC unit;
- update of Public Announcement Systems at all four schools;
- installation of new mini-split units at Chatham Elementary School, Harwich Elementary School and Monomoy Regional Middle School (using Federal grant funds);
- replacement of communal furniture at Monomoy Regional High School;
- purchase of new cafeteria tables for Monomoy Regional Middle School (using food services funds);
- purchase of new TV studio equipment.(using Public, Educational, and Governmental Access funds); and
- installation of a new security camera system at Chatham Elementary School (using School Choice funds).

In addition, renovating the middle school’s building envelope, both siding and the roof, became a capital improvement focus for Monomoy in 2024. The district applied for and was accepted into the Massachusetts School Building Authority’s Accelerated Repairs Program for the middle school roof replacement project.

In the FY25 budget, the district plans to undertake the following projects:

- continuing the replacement of carpet with tiles at Chatham Elementary School and Monomoy Regional Middle School;

- replacement of rooftop units at Harwich Elementary School;
- service and repair of exhaust fans at Monomoy Regional Middle School; and
- replacement of smoke detectors at Monomoy Regional Middle School.

Enrollment & School Choice

On October 1, 2024 (the FY25 school year), the Monomoy Regional School District enrollment was 1743 students, a decrease of 20 students since October 1, 2023 (FY24). Of these students, 1728 were attending Monomoy's schools "in-district," a decrease of 18 from FY24.

Monomoy continues to be one of the few school districts on the Cape that brings in more school choice tuition than it sends out to other districts. Based on October 2024 school choice enrollments, the district received 231 students through the school choice program, and with those students, the district estimated that it would receive approximately \$1,464,771 in tuition. The district concurrently is due to pay out around \$786,284 in school choice tuition for Chatham and Harwich children attending school in other districts.

Staff Retirements

During the 2024 calendar year, Monomoy bid farewell to a number of retiring educators from the district. Combined, this group dedicated 228 years of service to the children of Harwich and Chatham. We appreciate and honor the service of each:

- Kevin Bates, History Teacher at Monomoy Regional High School – 22 years
- Carol Fiocco, Nurse at Monomoy Regional Middle School – 6 years
- Sandra Hanson, Teacher at Chatham Elementary School – 35 years
- Christine Hughes-Prince, Spanish Teacher at Monomoy Regional Middle School – 13 years
- Bonnie Karras, Food Service at Chatham Elementary School – 15 years
- Dawn King, Teacher at Chatham Elementary School – 29 years
- Tim Pederson, Custodian at Monomoy Regional Middle School – 28 years
- Eileen Reilly, Business Office Accountant – 7 years
- Betsey Robinson, Administrative Assistant at Harwich Elementary School – 25 years
- Robert Smeltzer, Latin Teacher at Monomoy Regional High School – 23 years
- Lisa Stroker, Instructional Assistant at Monomoy Regional Middle School – 25 years

Monomoy Athletics

The 2024 calendar year was a history-making year for Monomoy Athletics. Monomoy's teams were competitive in the Cape and Islands League, with some league championships won, a vast majority of our teams made post-season tournament play and one team made the State Finals for the second straight year. Monomoy Athletics continues to be one of the winningest programs in the state in Division 4 athletics.

Monomoy's winter sports teams found the Boys Varsity Basketball team having another good year competing in the Cape and Islands League Maritime Division and advanced to the Sweet 16 in State Tournament play. The team was led by league all-stars Jackson Rocco, Finn Hyora, Tamarr Washington, and Jackson Morneau. The Girls Varsity basketball team were Champions of the Cape and Islands League Maritime Division. The girls were led by league all-stars Susannah Brown, Tatiana Malone, Kiley Mawn, and Joanna Ready. Cheer finished second in the Cape and Islands League and competed at South Regionals. Boys Varsity Ice Hockey continued their coop with Mashpee with a young team. The team was led by Cape and Islands League all-stars Casey Huse, Domenic Sylvester, Luke Raftery, Max Cronin, Gavin O'Leary, and Aidan Stone.

Girls Varsity Ice Hockey continued their coop with Nauset and qualified for the Division 1 State Tournament. They were led by Cape and Islands League all-star Gabby Bassett.

The spring season saw much success. The Varsity Softball team earned their second Cape and Islands Atlantic Division Championship. They also qualified for the Division 4 Statewide Tournament. They were led by Cape and Islands League All Stars Lilly Furman, Willa Leighton, Kylie Mawn, Alana Lojko, Kate Huse, and League MVP AJ Gates. The Varsity Baseball team qualified for the Division 4 Statewide tournament. The team was led by Cape and Islands League all-stars Casey Huse, Chace Robbins, Reign Stephens, Gareth Vos, and League MVP Finn Hyora. Varsity Boys Lacrosse won the Cape and Islands League Lighthouse Division for the first time in school history and qualified for the Division 4 Statewide Tournament. The team was led by Cape and Islands League all-stars Tamer Khalil, Max Barrett, Braeden Darling, Joey McKeen, Jake Giorgio, and Jed Zimmerman. Varsity Girls Lacrosse qualified for the D4 Statewide Tournament. They were led by Cape and Islands League All Stars Victoria Letendre, Karah Deveau, Emma Burnie, Susannah Brown, Karlie Monteiro, and Ileana Babes-Deal. Varsity Boys Tennis qualified for the D4 Statewide tournament and advanced to the Round of 16. They were led by Cape and Islands League All Stars Ryan Casey, Roman Pavluchenko, and Gavin McDonnell. Varsity Girls Tennis won the Cape and Islands League Lighthouse Division and advanced to the

D4 Elite 8 led by Cape and Islands League all-stars Lily Gould, Hanadi Rezk, Darci Addison, and League MVP Tatiana Malone. The Varsity Girls Track team had a great season led by Cape and Islands League All Stars Varvara Conley and Laura Stone. The Varsity Boys Track team also had a great season led by Cape and Islands League all-stars Alique Brown and Logan Crevier. Unified Track was excited to get back out on the track and to find their own successes. The Varsity Girls Golf team won the Cape and Islands League and competed in the South Sectional tournament led by Cape and Islands League All Stars Ava Packett, Yu Ying Zou, Ava Larocco, Emily Layton, and Sally Watson. Sailing had another successful year on the water

Student-centered, always

As we move into our 2024-2028 Strategic Plan, the overarching priority guiding our decisions and our focus is the needs of our students. With the clear and actionable framework it provides, we will continue to work in collaboration with families and our communities to continue to offer our students and staff a productive and supportive place of learning.

As always, I am proud to be a Shark.

Respectfully submitted,

Dr. Scott Carpenter, *Superintendent*

FINANCE

Report of the **Board of Assessors**

The Board of Assessors continues to meet our primary legal responsibility in assuring a fair assessment of all property in the Town of Harwich in a professional manner so that tax revenues may be generated timely.

The Town of Harwich utilizes a quarterly tax billing system. At a publicly held and publicized meeting, the Board of Assessors recommended to the Board of Selectmen that Real Property be taxed at a single tax rate which was set at \$5.91 per \$1,000 valuation for FY 2025, a decrease from the FY 2024 tax rate of \$6.03. The total value of real property in Harwich is over \$10 Billion. Values are up by an average of over 5.6% over the previous year.

The ever changing and increasing real estate market continues to impact the value of the Town. The market had been on appreciating trend, and is indicated that it will continue for third and fourth quarter. Real estate markets are cyclical, and the Department of Revenue requires the Assessor Office to inspect approximately 10% or up to 1200 properties each year to verify appropriate assessing data. The 2025 assessed values are product of sales that occurred in 2023 and are a benchmark as of January 1st of each year. Taxpayers may review their property record card by visiting the Assessor's Office at Town Hall or online at www.harwich-ma.gov.

The Board oversees and approves a number of programs which are available for our seniors, veterans, spouses of veterans, sight impaired citizens and those who may need assistance in meeting their tax obligations. The Town also has many programs available through exemptions and deferrals which allow residents to put off paying their taxes as well. Please visit the Assessor's Office for more information.

The Board of Assessors submitted two articles to the 2025 Town Meeting in which taxpayers will be asked to authorize an increase for Disabled Veterans and their spouses, and to allow a property tax credit for taxpayers who provide affordable rentals on their property. Both programs were introduced by the Massachusetts Department of Revenue with approval required by a Town Meeting vote. The Affordable Housing Tax Credit is for individual residential property owners who provide affordable rentals

with appropriate criteria in terms of rental rates that are established by Barnstable County for median incomes. This article will become another tool for affordable rentals in our community.

We thank our staff for their continued assistance in meeting our goals of fair assessments and timely issuance of tax bills to the community.

FISCAL YEAR 2025

The taxable value of all real and personal property assessed:	\$10,170,400,830.00
Total amount to be raised:	\$ 92,329,075.89
Total estimated receipts and revenue:	\$ 32,222,006.99
Net amount to be raised by taxation of real and personal property:	\$ 60,107,068.90
Tax rate for each \$1000 value assessed:	\$ 5.91
Total number of tax bills:	15,997

MOTOR VEHICLE EXCISE ISSUED IN FISCAL YEAR 2024

20,209 -Bills were issued with a valuation of:	\$ 142,826,300.03
-Amount of tax:	\$ 3,028,032.95
774 -Abatements were issued in the amount of:	\$ 62,673.54

BOAT EXCISE ISSUED IN FISCAL YEAR 2024

1,436 -Bills were issued with a valuation of:	\$ 7,338,400.00
-Amount of tax:	\$ 72,359.30
165 -Abatements were issued in the amount of:	\$ 6,933.00

Respectfully submitted,

Richard J. Waystack, *Chairman*
Bruce W. Nightingale
Jay Kavanaugh

Report of the **Harwich Finance Committee**

The Town of Harwich has a Finance Committee which consists of 9 members appointed by the Town Moderator. Members are volunteers and serve for 3 year terms. Committee members may not serve more than 3 consecutive terms. Chapter 9 of the Town Charter specifies the duties & responsibilities of the committee. Members may not simultaneously serve on any other Town committee except for the 2 members chosen to serve on the Capital Outlay Committee.

At the May 2024 Annual Town Meeting Scott Norum was appointed to the Finance Committee. As of this report we have 1 open position on the committee. Anyone with an interest in serving on the Finance Committee is encouraged to submit a Citizens Activity Vacancy form which can be found at the end of the Annual Report or on the town website.

The primary responsibility of the Finance Committee is to review and offer opinions on the annual Town operating budget, analyze its potential impact, and present recommendations to Harwich residents at Town Meetings on the budget and warrant articles that require a vote by the Town Meeting participants.

During the course of a typical year the Finance Committee engages in the following activities:

1. Reviews the proposed Town Operating Budget and conducts at least one public budget hearing to solicit comments / feedback on the proposed spending plan.
2. Reviews and makes recommendations on reports of Town fiscal operations.
3. Dispositions budget transfer requests as proposed during the course of the year.
4. Conducts a joint meeting with the Select Board to review the Capital Outlay Plan annually and provide recommendations as appropriate.
5. Works with the Select Board on matters involving town finances.
6. Annually reviews the Town's debt schedule.
7. Administers the Finance Committee Reserve Fund.

In Harwich the Town Administrator, with direction from the Select Board, develops the annual town operating budget. The Finance Committee's role

is to review the budget and make its own recommendations for consideration at the Annual Town Meeting. In addition, The Finance Committee reviews warrant articles associated with any and all town meetings and makes recommendations on each article.

The process for developing the Operating Budget is as follows:

- On or before the 1st of October the Town Administrator presents the Select Board with the current financial assessment of the town including estimates of revenues for the coming year.
- On or before the first Tuesday in October the Select Board issues a general policy statement to guide the Town Administrator in the development of the budget.
- By the first Friday in November requests in support of the budget shall be received by the Town Administrator.
- On or before the second Tuesday in January the Town Administrator shall submit to the Select Board a comprehensive operating budget and a corresponding budget message.
- The Select Board and the Finance Committee meet jointly and / or severally in budget hearings as necessary to adequately review the proposed budget.
- On or before the first Tuesday in March the Select Board submits an operating budget to the Finance Committee which has been approved by the Select Board.
- The Finance Committee conducts at least one public hearing on the proposed budget and by March 31 submits its written recommendations on the operating budget and on all articles to appear in the warrant.

For 2024 Mark Kelleher & Dan Tworek served as the FinCom representatives to the Capital Outlay Committee. In addition, the FinCom appointed liaisons to all major departments & committees with significant budget responsibilities to facilitate communications and provide a focal point for the transfer of information. FinCom members actively participate in the MA Association of Finance Committees.

In August 2024 the Finance Committee issued a report addressing the 204 Sisson Rd financials entitled, "204 Sisson Road Harwich Cultural Center: Financial Analysis and Recommendations". The Finance Committee recommended that the vast majority of income and expenses migrate to the Town Operating Budget and that the revolving account for 204 Sisson Rd significantly reduced. The report is available on the town's website.

The Finance Committee Reserve Fund is in place to address unplanned town expenses. Requests for Reserve Fund transfers are received and acted upon by the Finance Committee if and when requested.

The Finance Committee recognizes and appreciates the efforts of Judith Molstad, our secretary, for keeping accurate and timely minutes of our proceedings.

We thank the Select Board, Town Administrator and staff for their support and collaboration throughout the year.

Respectfully submitted:

Peter Hughes – *Chair*
Bob MacCready – *Vice Chair*
Mark Kelleher – *Clerk*
Mark Ameres
Dana DeCosta
Michele Gallucci
Scott Norum
Dan Tworek

Report of the **Finance Division**

To the Honorable Select Board and Citizens of the Town of Harwich

It is the mission of the Finance Department to facilitate the exchange of accurate financial information to all members of the public, Town departments, and boards and commissions, to safeguard the financial interests of the Town of Harwich, to uphold effective budgeting and budgetary controls, and to preserve internal controls, while maintaining a high level of compliance with all pertinent Federal, State and Local rules and regulations, generally accepted accounting procedures, and Governmental Accounting Standards.

The Finance Department provides accounting, purchasing, payroll, billing, collection, debt management and cash management services for Town of Harwich departments. Additionally, it provides support services to the Town Administrator for the preparation of the annual operating budget and the capital improvement plan and provides financial services for various elected and appointed boards and commissions.

Recent Accomplishments include the following:

- Maintained AAA bond rating for the Town from Standard & Poor's.
- Received the Certificate of Achievement for Excellence in Financial Reporting from the Government Finance Officers Association (GFOA) for the 6th year in a row for June 30, 2023 Comprehensive Annual Financial Report (ACFR).
- Continued deployment of numerous Munis ERP System modules to increase efficiencies and effectiveness.

The following pages include abbreviated financial statements for the Town of Harwich for the year ending June 30, 2024. These statements reflect the Town's financial position in accordance with the Uniform Municipal Accounting System (UMAS), required by the Department of Revenue.

I would like to extend my appreciation to the Select Board, Town Administrator, Assessor and Treasurer/Collector for their combined efforts and support during my first months as Temporary Finance Director. In addition, I would like to extend my gratitude to the departments of the town for their essential support and helpfulness in assisting with this transition. I would especially like to thank my assistants Megan Green and Crystal Norgeot for their hard work and support.

Sincerely,

Edward J. Spellman, Jr. CPA
Temporary Finance Director/Town Accountant Town of Harwich

Job Title	FY 2022	FY 2023	FY 2024	Chan
Administrative Assistant	1.0	1.0	1.0	
Assistant Assessor	1.0	1.0	1.0	
Assistant Treasurer/Collector	1.0	1.0	1.0	
Assistant Town Accountant	1.0	1.0	1.0	
Assessing Director	1.0	1.0	1.0	
Executive Assistant	2.0	2.0	2.0	
Executive Assistant to the Finance Director	1.0	1.0	1.0	
Finance Director	1.0	1.0	1.0	
Seasonal - Customer Service	0.1	0.1	0.1	
Treasurer/Collector	1.0	1.0	1.0	
Full-time Equivalent Employees	10.1	10.1	10.1	

Finance Department

The Finance Department consists of all accounting and budgeting functions. It is responsible for oversight of all financial transactions of the town including special revenue, enterprise, trust and agency funds. The division interacts with all departments as well as many outside organizations, including Federal and State granting agencies, the State Department of Revenue, vendors, auditors and the public. The division also provides support to numerous committees and boards.

Treasury/Collection Department

The Treasury Department is responsible for the town's payroll processing, management of cash and debt activity and the town's tax title accounts. The Department oversees all tax bill processing, and the collection of all taxes, water user fees and beach and transfer station sales. Property taxes and water utility charges are billed on a quarterly basis. Motor vehicle excise taxes are billed when tax commitments are received from the RMV; typically 7 or 8 times per calendar year. The Department also issues annual boat excise tax. Additionally, the Treasury Department receives and records all cash and check payments collected by other Town Departments. The Department is the main intake point for new/rehired employees; distributing/collecting necessary employment paperwork, software entry of employee information, and benefits administration.

Assessing Department

The Assessing Department provides services in the area of property valuation, property listing, and customer service. The Assessing Department is responsible for determining tax base growth, assessing property valuation, and setting the tax rate. They prepare and maintain current data on each parcel assessed, including maps of boundaries, inventories of land and structures, property characteristics and legal ownership. As well as, the processing of motor vehicle and boat excises, abatements, exemptions, and public record requests.

Property valuation is a process which the Assessors must value all real and personal property within their communities as of January 1 of each year. Assessed valuations are based on “fair market value”, the amount a willing buyer would pay a willing seller on the open market. Tax base growth encompasses field investigation of building permit applications to capture new homes, additions, and real improvements to all property types. The Department of Revenue (DOR) reviews a community’s values every year and certifies they reflect current fair market value.

Finance Department

Workload Indicators	FY 2022 Actual	FY 2023 Actual	FY 2024 Actual
Vendor Invoices Processed	13029	11767	13271
General Ledger Accounts Maintained	15981	16170	16397
General Journal Transactions Processed	4074	4536	5227

Treasury Department

Workload Indicators	FY 2022 Actual	FY 2023 Actual	FY 2024 Actual
Vendor Checks/Wires Processed	5618	5620	6131
Payroll Checks Processed	390	482	505
Direct Deposits	14568	14647	15129

Performance Measures	FY 2022 Actual	FY 2023 Actual	FY 2024 Actual
Percentage of the net property tax levy collected in the fiscal year levied	97.62%	97.18%	98.17%
Percentage of the new property tax levy collected to date including the amounts collected subsequent to the fiscal year levied	98.58%	94.19%	98.85%

Assessing Department

Performance Measures	FY 2022 Actual	FY 2023 Actual	FY 2024 Actual
Total Properties Assessed	11384	11373	11353
Number of RE Abatements Filed	17	26	21
% of Properties Filing Abatements	0.15%	0.23%	0.18%
Number of Abatements Granted	8	13	9
Average Abatement Dollar per Appeal	\$1,021.50	\$1,068.02	\$551.59
Total Tax Dollar Value for Appeals Granted*	\$8,172.03	\$13,884.25	\$ 4,964.31
Percentage of FY Tax Levy for Appeals Granted	0.02%	0.03%	0.01%
Workload Indicators	FY 2022 Actual	FY 2023 Actual	FY 2024 Actual
Appellate Tax Board Appeals Settled	4	0	0
Exemptions Processed	247	266	279
RE/PP Abatements Processed	26	44	40
MVE Abatements Processed	538	504	765
Building Permits Inspected	1288	1146	1132
Re-listing Inspections	1390	1190	712
Property Transfers (Deeds) Processed	837	801	772

*Includes CPA

Town of Hawick

**Combined Balance Sheet - All Fund Types and Account Groups
as of June 30, 2024
(Unaudited)**

	Governmental Fund Types			Proprietary Fund Types		Fiduciary Fund Types		Account Groups	Totals (Memorandum Only)
	General	Special Revenue	Capital Projects	Enterprise	Internal Services	Trust and Agency	Long-term Debt		
ASSETS									
Cash and cash equivalents	18,583,167.85	9,650,546.75	5,800,470.27	5,513,548.47		25,313,539.07			64,861,272.41
Investments						592,958.93			592,958.93
Receivables:									
Personal property taxes	61,107.11								61,107.11
Real estate taxes	918,158.65					29,942.53			948,101.18
Allowance for abatements and exemptions	(1,198,127.39)								(1,198,127.39)
Tax liens	2,426,709.84					50,473.24			2,477,183.08
Deferred taxes	76,722.42								76,722.42
Motor vehicle excise	440,556.47								440,556.47
Other excises	42,092.71								42,092.71
User fees									0.00
Utility liens added to taxes									0.00
Departmental	794,543.75			1,143,523.96		74,049.02			2,012,116.73
Special assessments		179,877.25							179,877.25
Due from other governments									0.00
Other receivables									0.00
Foreclosures/Possessions	249,569.52			21,234.08					270,803.60
Prepays									0.00
Due to/from other funds									0.00
Working deposit									0.00
Inventory		96,863.47							96,863.47
Fixed assets, net of accumulated depreciation							45,417,716.00		0.00
Amounts to be provided - payment of bonds									45,417,716.00
Amounts to be provided - vacation/sick leave									0.00
Total Assets	22,394,500.93	9,927,287.47	5,800,470.27	6,678,306.51	0.00	26,060,962.79	45,417,716.00		116,279,243.97

LIABILITIES AND FUND EQUITY

Liabilities:

Warrants payable								0.00
Accounts payable	(682,16)							(682,16)
Accrued payroll								0.00
Withholdings	172,935.58							172,935.58
Accrued claims payable								0.00
Due to/from other funds								0.00
Due to other governments								0.00
Other liabilities	174,323.70							174,323.70

	Governmental Fund Types			Proprietary Fund Types		Fiduciary Fund Types		Account Groups		Topics (Memorandum Only)
	General	Special Revenue	Capital Projects	Enterprise	Internal Services	Trust and Agency	Long-term Debt			
Deferred revenue:	(218,861.63)					29,942.53		(188,919.10)		
Real and personal property taxes	2,426,709.84			21,234.08		50,473.24		2,498,417.16		
Tax liens	76,722.42							76,722.42		
Deferred taxes	305,835.24							305,835.24		
Foreclosures/Possessions	440,556.47							440,556.47		
Motor vehicle excise	42,092.71							42,092.71		
Other excises										
User fees				1,143,523.96				1,143,523.96		
Utility liens added to taxes								0.00		
Departmental	789,131.56	91,885.85				74,049.02		955,066.43		
Special assessments		179,877.25						179,877.25		
Due from other governments								0.00		
Other receivables								0.00		
Deposits receivable								0.00		
Prepaid taxes/fees	944,585.44					28,272.79		972,858.23		
Tallings	67,015.48							67,015.48		
IBNR								0.00		
Agency Funds								0.00		
Notes payable								0.00		
Bonds payable								0.00		
Vacation and sick leave liability							45,417,716.00	45,417,716.00		
Total liabilities	5,220,364.65	271,763.10	0.00	1,164,758.04	0.00	182,737.58	45,417,716.00	52,257,339.37		
Fund Equity:										
Reserved for encumbrances	1,486,210.58	1,675,842.92	8,919,718.87	696,912.82		35,744.02		12,814,429.21		
Reserved for expenditures	3,292,000.00			1,887,000.00				5,119,000.00		
Reserved for continuing appropriations	5,282,760.18			278,129.43		1,748,663.63		7,309,553.24		
Reserved for petty cash								0.00		
Reserved for appropriation deficit	(54,992.00)					393,103.37		(54,992.00)		
Reserved for CPA-open space, historic, housing								393,103.37		
Reserved for snow and ice deficit								0.00		
Reserved for COVID-19 deficit								0.00		
Reserved for Trust Non Expendable						546,168.04		546,168.04		
Reserved for Special Purposes				100,000.00				100,000.00		
Reserved for debt service								0.00		
Reserved for premiums								0.00		
Reserved - Cemetery		22,980.32						22,980.32		
Reserved - Inventory		96,863.47						96,863.47		
Undesignated fund balance	7,168,157.52	7,859,837.66	(3,119,248.60)	2,611,506.22		23,154,546.15		37,674,798.95		
Unreserved retained earnings								0.00		
Investment in capital assets								0.00		
Total Fund Equity	17,174,136.28	9,655,524.37	5,800,470.27	5,513,548.47	0.00	25,878,225.21	0.00	64,021,904.60		
Total Liabilities and Fund Equity	22,394,500.93	9,927,287.47	5,800,470.27	6,678,306.51	0.00	26,060,962.79	45,417,716.00	116,279,243.97		

TOWN OPERATING REVENUE FY 22-24	Actual FY2022	Actual FY2023	Actual FY2024
Real Estate & Personal Property Taxes	\$53,790,016	\$54,038,588	\$57,223,318
Local Receipts:			
Excise Tax	2,612,207	2,571,018	2,845,950
Hotel/Rooms & Meals	2,247,482	1,567,694	2,106,034
Hotel/Rooms for Special Purpose Stabilization		919,639	1,438,835
Ambulance	1,694,360	2,054,621	2,001,114
Waste Disposal	4,209,208	3,764,700	3,337,152
Beach, Recreation & Youth	441,470	452,012	452,824
Harbors & Landings	1,415,624	1,362,095	1,386,242
Golf Operations	2,248,068	2,264,197	2,274,756
Other Local Receipts	2,446,509	3,039,460	4,128,988
Total Local Receipts	17,314,928	17,995,436	19,971,895
State Aid:			
Cherry Sheet	817,912	823,781	688,575
Other:			
Free Cash	917,362	-	-
Stabilization Fund	-	-	-
Overlay Surplus	200,000	200,000	200,000
Harbor Capital Improvement	0	0	0
Cable Fund (Comcast)	210,107	190,869	214,996
Septic Loan	6,121	0	0
Water Enterprise Indirect Costs	727,304	759,278	818,913
Sewer Enterprise Indirect Costs	31,446	31,687	62,148
FEMA	13,855	0	0
Road Betterments	55,166	32,210	16,776
Allan Harbor Betterments	0	31,815	53,224
Golf Infrastructure Revitalization Fund	0	0	0
Golf Improvement Fund	104,950	101,700	98,450
SAQ Mooring	0	0	0
SAQ Waterways	0	0	0
CPA Funds (Land Bank)	233,050	221,525	166,650
Town Clerk State Aid	0	0	0
Total Revenue	\$74,422,217	\$74,426,889	\$79,514,945

TOWN OPERATION EXPENDITURES FY 22 - 24

		Actual FY2022	Actual FY2023	Actual FY2024
1	MODERATOR S&W	-	-	-
2	SELECTMEN S&W	11,400	11,800	11,200
3	SELECTMEN - EXP	<u>4,225</u>	<u>7,692</u>	<u>6,376</u>
4	Sub-Total	15,625	19,492	17,576
5	FINANCE COMMITTEE S&W	-	1,165	1,093
6	FINANCE COMMITTEE - EXP	<u>888</u>	<u>1,002</u>	<u>1,715</u>
7	Sub-Total	888	2,167	2,807
8	FINANCE COMMITTEE RESERVE FUND	-	-	-
9	TOWN ACCOUNTANT - SAL	269,397	264,375	289,456
10	TOWN ACCOUNTANT - EXP	8,757	42,122	15,957
11	AUDIT - EXP	<u>40,000</u>	<u>40,000</u>	<u>41,461</u>
12	Sub-Total	318,154	346,497	346,875
13	ASSESSORS - S&W	168,062	117,434	165,377
14	ASSESSORS - EXP	<u>115,600</u>	<u>218,436</u>	<u>138,931</u>
15	Sub-Total	283,662	335,869	304,307
16	TOWN COLLECTIONS - S&W	9,460	11,892	17,178
17	TOWN COLLECTIONS - EXP	<u>5,060</u>	<u>7,742</u>	<u>6,850</u>
18	Sub-Total	14,520	19,634	24,028
19	POSTAGE	<u>41,921</u>	<u>50,662</u>	<u>50,068</u>
20	Sub-Total	41,921	50,662	50,068
21	TREASURER - S&W	287,520	290,467	207,904
22	TREASURER - EXP	<u>99,093</u>	<u>77,439</u>	<u>213,762</u>
23	Sub-Total	386,613	367,906	421,666
24	VACATION & SICK LEAVE BUY BACK	78,671	78,671	103,759
25	MEDICARE	256,746	256,746	284,200
26	ADMINISTRATION - S&W	396,135	527,838	419,088
27	ADMINISTRATION - EXP	117,995	92,677	97,855
28	ADMINISTRATION - CAP OUTLAY	<u>1,522</u>	-	-
30	Sub-Total	515,651	620,516	516,943

32	LEGAL SERVICES - EXP	193,633	236,612	260,131
33	CLAIMS & SUITS	-	-	-
34	Sub-Total	193,633	236,612	260,131
35	INFORMATION TECHNOLOGY - S&W	79,509	75,866	96,349
36	INFORMATION TECHNOLOGY - EXP	253,651	380,349	436,051
37	Sub-Total	333,160	456,215	532,400
38	IT CHANNEL 18 - S&W	143,040	161,327	167,997
39	IT CHANNEL 18 - EXP	27,193	32,622	36,590
40	Sub-Total	170,233	193,950	204,587
41	CONSTABLE S & W	375	375	375
42	TOWN CLERK - S&W	278,927	230,151	244,310
43	TOWN CLERK - EXP	40,983	60,069	49,513
44	Sub-Total	319,910	290,220	293,823
45	CONSERVATION - S&W	153,334	163,192	178,521
46	CONSERVATION - EXP	5,059	6,443	6,722
47	Sub-Total	158,393	169,635	185,243
48	HOUSING ADVOCATE - S&W	-	-	64,590
49	HOUSING ADVOCATE - EXP	-	-	203
50	Sub-Total	-	-	64,793
51	TOWN PLANNER - S&W	132,002	124,169	131,731
52	TOWN PLANNER - EXP	2,442	6,839	1,545
53	Sub-Total	134,445	131,008	133,276
54	BOARD OF APPEALS - S&W	-	1,373	3,646
55	BOARD OF APPEALS - EXP	-	-	-
56	Sub-Total	-	1,373	3,646
57	ALBRO HOUSE - EXP	2,814	2,855	3,509
58	OLD RECR BUILDING - EXP	4,239	4,916	5,124
59	W. HARWICH SCHOOL - EXP	402	414	-
60	Sub-Total	7,455	8,184	8,633
61	COMMUNITY DEVELOPMENT - S&W	5,053	-	-
62	COMMUNITY DEVELOPMENT - EXP	11,032	5,053	3,973
63	Sub-Total	16,086	5,053	3,973
64	PUBLIC BUILDINGS REPAIRS	-	-	-
65	TOWN/FIN COM REPORTS	-	10,086	9,469

66	ADVERTISING	-	21,954	17,256
65	TELEPHONE	-	-	-
67	POLICE - S&W	4,029,745	4,205,151	4,491,422
68	POLICE - EXP	336,392	410,505	544,839
69	POLICE - CAP OUTLAY	95,966	-	-
70	Sub-Total	4,462,103	4,615,656	5,036,261
71	FIRE - S&W	4,247,144	4,448,110	4,861,502
72	FIRE - EXP	497,698	572,884	729,638
73	FIRE - CAP OUTLAY	-	-	-
74	Sub-Total	4,744,842	5,020,994	5,591,140
75	AMBULANCE - S&W	-	-	-
76	EMS - EXP	-	-	-
77	Sub-Total	-	-	-
75	BUILDING - S&W	467,667	463,222	561,495
76	BUILDING - EXP	19,737	11,746	14,759
77	Sub-Total	487,404	474,968	576,255
78	EMERG. MGMT - S&W	5,810	-	-
79	EMERG. MGMT - EXP	3,176	5,000	1,452
80	Sub-Total	8,987	5,000	1,452
81	NATURAL RESOURCES - S&W	14,867	121,474	104,111
82	NATURAL RESOURCES - EXP	25,394	27,089	19,107
83	Sub-Total	40,262	148,563	123,218
84	PLEASANT BAY ALLIANCE	23,760	25,232	28,151
85	MIDDLE SCHOOL BLDG.	-	-	-
86	TOWN ENGINEER - S&W	-	-	-
87	TOWN ENGINEER - EXP	41,420	53,529	31,979
88	Sub-Total	41,420	53,529	31,979
89	HIGHWAY - S&W	2,734,435	2,859,334	2,940,812
90	HIGHWAY - EXP	3,590,599	3,656,567	3,496,322
91	Sub-Total	6,325,035	6,515,901	6,437,133
92	SNOW/ICE - S&W	110,215	31,855	58,963
93	SNOW/ICE - EXP	293,332	97,609	199,705
94	Sub-Total	403,547	129,464	258,668

95	STREET LIGHTS	24,165	21,829	24,371
96	INTERGOVERNMENTAL TRANS - WW	-	-	-
97	COUNTY WW SUPPORT FUND	-	-	-
98	CEMETERY ADMIN - S&W	71,434	79,277	79,884
99	CEMETERY ADMIN - EXP	4,470	5,018	6,130
100	Sub-Total	75,904	84,294	86,014
101	BOARD OF HEALTH - S&W	214,553	262,760	265,970
102	BOARD OF HEALTH - EXP	10,320	16,588	13,246
103	Sub-Total	224,873	279,348	279,216
104	COMMUNITY CENTER S&W	196,209	215,232	262,800
105	COMMUNITY CENTER EXP	120,329	114,677	128,287
106	Sub-Total	316,538	329,909	391,087
107	COUNCIL ON AGING - S&W	378,466	394,209	446,837
108	COUNCIL ON AGING - EXP	64,793	107,709	109,769
109	Sub-Total	443,259	501,918	556,605
110	YOUTH COUNSELOR - S&W	96,854	140,584	82,285
111	YOUTH COUNSELOR - EXP	3,100	2,879	3,505
112	Sub-Total	99,954	143,463	85,790
113	VETERANS EXPENSE/BENEFITS	115,546	130,479	139,696
114	DISABILTY RIGHT - EXP	-	-	-
115	HUMAN SERVICES	81,193	81,811	73,141
116	LIBRARY - S&W	720,611	740,970	749,052
117	LIBRARY - EXP	271,021	278,629	297,981
118	Sub-Total	991,631	1,019,599	1,047,034
119	RECREATION - SEASONAL - S&W	224,274	229,541	244,569
120	RECREATION - S&W	261,061	282,251	284,611
121	RECREATION - EXP	43,577	44,557	57,274
122	RECREATION - CAP OUTLAY	-	-	-
123	Sub-Total	528,912	556,349	586,454
124	HARBORMASTER -S&W	338,883	369,169	361,421
125	HARBORMASTER - EXP	329,589	170,078	406,700
126	Sub-Total	668,472	539,248	768,122

127	BROOKS ACAD MUSEUM COMMISSION	15,080	6,926	8,377
128	HISTORICAL COMMISSION	-	519	199
129	HISTORICAL COMMISSION	-	-	193
130	Sub-Total	-	519	392
131	CELEBRATIONS	-	-	-
132	GOLF - S&W	955,037	951,854	967,310
133	GOLF - EXP	622,509	661,698	648,065
134	GOLF CAP OUTLAY	64,190	37,706	87,262
135	Sub-Total	1,641,737	1,651,258	1,702,636
136	CULTURAL AFFAIRS - S&W	-	-	82,757
137	CULTURAL AFFAIRS - EXP	-	-	2,184
138	Sub-Total	-	-	84,941
139	GOLF IMA MRSD	31,741	46,499	44,981
140	ELECTRICITY - CVEC	66,759	46,339	43,098
141	INTERFUND TRANSFERS	515,331	515,331	1,019,050
142	Total Departmental Budgets	24,674,971	25,623,289	27,169,899
143	Total Debt Service (Prin & Int)	3,927,809	3,927,809	2,541,800
144	STATE ASSESSMENTS	314,844	322,102	323,713
145	BARNSTABLE CTY RETIREMENT	3,242,673	3,504,895	3,469,024
146	CAPE COD COMMISSION ASSESSMENT	253,720	260,304	264,793
147	BARNSTABLE COUNTY ASSESSMENT	236,649	242,789	246,976
148	UNEMPLOYMENT COMPENSATION	7,400	41,238	33,280
149	GROUP HEALTH INSURANCE	4,556,585	4,772,836	5,235,695
150	OPEB	500,000	250,000	250,000
151	GENERAL INSURANCE	792,405	804,855	891,296
152	GENERAL INSURANCE DEDUCTIBLE	5,380	18,700	7,926
153	<u>TOTAL TOWN</u>	38,512,436	39,768,817	40,434,402
154	OVERLAY (Abatements/Exemptions)	450,000	821,000	560,466
155	C C REGIONAL TECH HIGH	1,536,309	1,895,921	1,970,056
156	MRSD ASSESMENT	27,361,049	27,301,458	28,469,466
157	TOTAL	67,859,794	69,787,196	71,434,390

Combining Balance Sheet - Enterprise Funds
as of June 30, 2024
(Unaudited)

	Water Enterprise Fund	Wastewater Enterprise Fund	Totals (Memorandum Only)
<u>ASSETS</u>			
Cash and cash equivalents	4,613,192.18	900,356.29	5,513,548.47
Investments			0.00
Receivables:			
User Fees	1,108,733.93	34,790.03	1,143,523.96
Special assessments			0.00
Utility liens added to taxes	21,234.08		21,234.08
Tax foreclosures			0.00
Departmental			0.00
Other receivables			0.00
Due from other governments			0.00
Due to/from other funds			0.00
Prepays			0.00
Inventory			0.00
Fixed assets, net of accumulated depreciation			0.00
Amounts to be provided - payment of bonds			0.00
Amounts to be provided - vacation and sick leave			0.00
Total Assets	<u>5,743,160.19</u>	<u>935,146.32</u>	<u>6,678,306.51</u>
<u>LIABILITIES AND FUND EQUITY</u>			
Liabilities:			
Accounts payable			0.00
Warrants payable			0.00
Accrued payroll and withholdings			0.00
Other liabilities			0.00
Deferred revenue:			
User Charges	1,108,733.93	34,790.03	1,143,523.96
Special assessments			0.00
Utility liens added to taxes	21,234.08		21,234.08
Tax foreclosures			0.00
Departmental			0.00
Other receivables			0.00
Due from other governments			0.00
Due to other governments			0.00
Due to/from other funds			0.00
Notes payable			0.00
Bonds payable			0.00
Vacation and sick leave liability			0.00
Total Liabilities	<u>1,129,968.01</u>	<u>34,790.03</u>	<u>1,164,758.04</u>
Fund Equity:			
Reserved for encumbrances	326,667.52	370,245.30	696,912.82
Reserved for expenditures	1,652,000.00	175,000.00	1,827,000.00
Reserved for continuing appropriations	278,129.43		278,129.43
Reserved for special purposes		100,000.00	100,000.00
Reserved for appropriation deficit			0.00
Reserved for debt service			0.00
Unreserved retained earnings	2,356,395.23	255,110.99	2,611,506.22
Investment in capital assets			0.00
Total Fund Equity	<u>4,613,192.18</u>	<u>900,356.29</u>	<u>5,513,548.47</u>
Total Liabilities and Fund Equity	<u>5,743,160.19</u>	<u>935,146.32</u>	<u>6,678,306.51</u>

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Town of Harwich
Special Revenue Fund Balance Detail
as of June 30, 2024
(Unaudited)

Fund Number	Fund Name	Accounts Receivable	Deferred Revenue	Fund Balance 6/30/2024	Receipts thru 9/30/2024	BAN's	Remaining Deficit 6/30/2024
1102	Police Safety Vests			14,855.00			0.00
1104	Fire Student Safe			0.02			0.00
1105	Fire Senior Safe			18.00			0.00
1116	Access for All Library			564.32			0.00
1117	Assistance to Fire Fighters			0.00			0.00
1122	FEMA - Fire Grant			(23,356.91)			(23,356.91)
1125	USDA NAT RES CONSERVATION GRANT			0.00			0.00
1190	Covid-19 Cares Act			48.75			0.00
1191	Covid-19 FEMA			29,777.52			0.00
1195	ARPA			648,150.53			0.00
1199	FEMA Recovery			2,865.67			0.00
1202	Pump Out Boat			46,971.21			0.00
1204	SAQ Harbor Reef			6,778.00			0.00
1205	State Recycling Grant			12,100.00			0.00
1208	Hwy Ch63753(d)			1,786.34			0.00
1210	Elder Affairs			87,218.47			0.00
1211	COA - CCRTA Grant			1,969.53			0.00
1213	Fire Safety Equipment			2,063.20			0.00
1217	Pub Safety Equip			358.67			0.00
1218	Traffic Enforcement			(763.93)	1,056.38		0.00
1225	Chapter 90			198,396.65			0.00
1228	SIDEWALKS			19,230.00			0.00
1233	BLDG GREEN COMMUNITIES			100,360.00			0.00
1237	Fire Safe Grant			0.00			0.00
1240	Brooks Library Aid			121,248.98			0.00
1243	Mun Port Loop Press			2,986.39			0.00
1245	Mass DOT Grant			346.78			0.00
1246	Highway Other State Grants			(116,543.00)	125,997.00		0.00
1247	IT Grants			150,000.00			0.00
1248	Town Clerk Grants			0.00			0.00
1288	Cultural District Grants			21,652.56			0.00
1290	Planning Dept Grants			9,944.30			0.00
1295	Town Clerk Aid			11,236.02			0.00
1296	Flu Program			16,638.88			0.00
130121	Police Med Project Grant			5,200.00			0.00
1301450	Water Kiosk Donation			5,928.00			0.00
13016332	23 Dredging Grant			(48,685.00)	48,685.00		0.00
1301421	DPW Grants/Gifts			2,325.00			0.00
1301510	Health Grants			1,000.00			0.00
1301541	COA Grants			937.27			0.00
1301542	Youth & Family Grants			1,453.60			0.00
1301698	Cultural Affairs Grants			12.07			0.00
1305	Barns Cty Nitrogen	—		6,845.23			0.00
1321	New County Grant	—		6,762.45			0.00
1323	Wellness			728.45			0.00
1325	Barnstable County ARPA			616,255.31			0.00
1327	Opioid Settlement			167,467.72			0.00
1401	Shellfish Lab Gift			6,900.00			0.00
1403	Cemetery Gift			33,943.51			0.00
1404	Brooks Library Bldg Gift			1,680.45			0.00
1408	COA Gift			83,503.04			0.00
1413	Cultural Affairs Gift Account			75.00			0.00
1415	Cran Valley Memorial Gift			150.00			0.00
1418	YOUTH COUNSELOR GIFT			200.00			0.00
1424	Caleb Chase Assistance Gift			3,223.63			0.00
1426	Friends of Harwich Beaches Gift			3,302.67			0.00
1501	Cultural Council			13,597.79			0.00
1504	Brooks Library Fial Gift			48,888.09			0.00
1505	Brooks Library Regular Gift			17,948.31			0.00
1510	Ambulance Fund			11,309.58			0.00
1512	Town Nurse Gift			1,040.36			0.00
1513	Parks & Recreation			15,594.56			0.00
1514	Whitehouse field			2,083.61			0.00
1515	Harwich Conservation Gift			1,025.00			0.00

Special Revenue Fund Balance Detail
as of June 30, 2024
(Unaudited)

Fund Number	Fund Name	Accounts Receivable	Deferred Revenue	Fund Balance 6/30/2024	Receipts thru 9/30/2024	BAN's	Remaining Deficit 6/30/2024
1516	Community Center Gift			102,097.87			0.00
1519	Crowell Barn Fence Gift			2,103.00			0.00
1520	Police Animal Care Gift			15,547.84			0.00
1526	Trail Committee Gift			194.50			0.00
1529	Harwich Town Band Gift			2,064.69			0.00
1530	Wetlands Conservation			84,800.40			0.00
1534	Mitigation Fees			29,316.75			0.00
1540	Recreation Revolving			130,005.49			0.00
1541	CV golf Infrastructure RVTLZN			94,028.77			0.00
1542	COA Revolving			16,272.05			0.00
1543	Golf Revolving		91,885.85	444,496.61			0.00
1544	Community Center			129,594.17			0.00
1545	Golf Improvement Receipts Reserved			620,294.24			0.00
1546	Altro House Revolving			48,808.36			0.00
1548	Sidewalk Revolving			69,958.54			0.00
1549	Tax Title Revolving			6,292.46			0.00
1550	The Cultural Center Revolving			198,093.67			0.00
1602	Police Cruiser Insurance Rec			1,581.34			0.00
1603	Sale of Land RRA			1,505,001.00			0.00
1605	Highway Insurance Recovery			7,296.65			0.00
1609	St Aid Library			(0.17)			(0.17)
1611	Cemetery Lot Sales Revolving			42,086.84			0.00
1614	Cable Fund Reserve for Appropriation			1,620,825.38			0.00
1615	Police Insurance Recovery			2,439.02			0.00
1621	Water Ways Management Receipts Reserved			784,473.08			0.00
1626	Harbor Improvement & Maintenance Receipts Reserved			605,799.41			0.00
1655	Friends of Harwich Bikeways			225.42			0.00
1701	Septic Loan Betterment	4,825.00	4,825.00	4,423.92			0.00
1703	McGuerty Road Betterment			735.22			0.00
1704	Skinequit Road Betterment	35,622.29	35,622.29	19,703.50			0.00
1705	Ginger Plum Lane Betterment	31,857.66	31,857.66	68,997.96			0.00
1730	Cultural Council Gift			2,729.41			0.00
1740	Allen Harbor Betterment	107,572.30	107,572.30	117,662.95			0.00
1750	Affordable Housing (Cell Tower)			74,895.60			0.00
1900	Planning Board Escrow			425,079.78			0.00
		179,877.25	271,763.10	9,655,524.37	175,738.38	0.00	(23,357.08)

Town of Harwich
Trust Fund Balance Detail
as of June 30, 2024
(Unaudited)

Fund Number	Fund Name	Accounts Receivable	Deferred Revenue	Fund Balance 6/30/2024	Receipts thru 9/30/2024	BAN's	Remaining Deficit 6/30/2024
8002	Police/Fire Claims Trust Fund			79,920.75			0.00
8003	Caleb Chase Trust Fund			592,958.93			0.00
8004	Law Enforcement Trust Fund			8,922.10			0.00
8008	Federal Law Enforcement Trust			4,893.26			0.00
8010	Cemetery Flowers			0.00			0.00
8011	Cemetery McClark Flowers			0.00			0.00
8012	Cemetery Gchase			0.00			0.00
8020	Stabilization Fund			6,097,504.48			0.00
8021	Conservation Trust			6,322.38			0.00
8022	400th Anniversary Trust			1,589.80			0.00
8023	Whitehouse Field Trust			10,589.03			0.00
8024	Brooks Free Library Trust			926,591.72			0.00
8025	Cemetery Trust Fund			478,306.38			0.00
8028	Kelly Scholarship Fund			30,791.95			0.00
8029	Harwich Housing Trust			1,461,409.08			0.00
8030	OPEB GASB #45			6,017,436.11			0.00
8031	Chatham Road Mitigation			95,134.26			0.00
8032	Affordable Housing Stabilization			1,590,936.02			0.00
8033	Wastewater Stabilization			1,590,936.02			0.00
8050	School Trust Funds			80,012.06			0.00
8052	Lois Eaton Cultural Trust			36,125.33			0.00
8027	CPA Fund	80,415.77	80,415.77	6,680,064.99			0.00
Total Expendable Trust Fund Balance		80,415.77	80,415.77	25,790,444.65	0.00	0.00	0.00
Agency Funds reported in the fund balance section of the combined balance sheet:				87,780.56			
Total of combined balance sheet trust and agency fund balance column:				25,878,225.21			

**Massachusetts Department of Revenue, Division of Local Services
Bureau of Accounts ~ Automated Statement of Indebtedness**

City/Town/District of : Harwich

FY2024

Long Term Debt Inside the Debt Limit	Outstanding July 1, 2023	+ New Debt Issued	- Retirements	Outstanding June 30, 2024	Interest Paid in FY2024
Buildings A	12,800,000	-	1,225,000	11,575,000	540,325
Departmental Equipment B	765,000	-	45,000	720,000	35,050
School Buildings C	-	-	-	-	-
School - All Other D	-	-	-	-	-
Sewer E	20,932,328	3,078,000	1,069,826	22,940,502	216,075
Solid Waste F	-	-	-	-	-
Other Inside G	2,700,000	-	575,000	2,125,000	121,425
SUB - TOTAL Inside	37,197,328	3,078,000	2,914,826	37,360,502	912,875

Long Term Debt Outside the Debt Limit	Outstanding July 1, 2023	+ New Debt Issued	- Retirements	Outstanding June 30, 2024	Interest Paid in FY2024
Airport	-	-	-	-	-
Gas/Electric Utility	-	-	-	-	-
Hospital	-	-	-	-	-
School Buildings 1	-	-	-	-	-
Sewer 2	-	-	-	-	-
Solid Waste 3	-	-	-	-	-
Water 4	4,678,393	3,777,000	398,179	8,057,214	127,942
Other Outside 5	6,121	-	6,121	-	153
SUB - TOTAL Outside	4,684,514	3,777,000	404,300	8,057,214	128,095
TOTAL Long Term Debt	41,881,842	6,855,000	3,319,126	45,417,716	1,040,970

Please complete all sections of this report and return it to the Public Finance Section no later than September 30, 2024.

I certify to the best of my knowledge that this information is complete and accurate as of this date.

Treasurer: _____

Date: _____

I certify that long and short term debt as identified in this Statement of Indebtedness is in agreement with the general ledger controls in my department and are also reflected on the balance sheet.

Accounting Officer: _____

Date: _____

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Public Finance Section
Division of Local Services
PO Box 9569
Boston MA 02114-9569

(617) 626-2399
(617) 626-2382
(617) 626-4110
Fax (617) 626-3916

Public Finance Section
Division of Local Services
100 Cambridge St.
Boston MA 02114

Short Term Debt	Outstanding July 1, 2023	+ New Debt Issued	- Retirements	Outstanding June 30, 2024	Interest Paid in FY2024
RANs - Revenue Anticipation	-	-	-	-	-
BANs - Bond Anticipation:					
Buildings	-	-	-	-	-
School Buildings	-	-	-	-	-
Sewer	-	-	-	-	-

Water	-	-	-	-	-
Other BANS	-	-	-	-	-
SANs - State Grant Anticipation	-	-	-	-	-
FANs - Federal Gr. Anticipation				-	
Other Short Term Debt				-	
TOTAL Short Term Debt	-	-	-	-	-
GRAND TOTAL All Debt	41,881,842	6,855,000	3,319,126	45,417,716	1,040,970

Authorized and Unissued Debt					
Purpose	Date of Vote	Article Number	Amount Authorized	- Issued - Retired - Rescinded	= Unissued 6/30/2024
Saquetucket Municipal Marina Interconnection & Planning	5/2/16 & 5/17/16	16	7,000,000	6,257,600	742,400
Sewer Interconnection & Planning	5/1/17 & 5/16/17	11	6,765,000	4,980,000	1,785,000
Sewer (Phase 2 - Cold Brook) Extension	5/1/17 & 5/16/17	12	2,000,000	1,597,400	402,600
Pleasant Bay Watershed Section 7	7/2018 & 5/15/20	14	24,775,000	24,774,467	533
Fire Station 2 Construction Extension	7/2018 & 5/15/20	24	6,750,000	6,650,000	100,000
West Harwich Route 28 Sewer Main	5/16/2023, amend	19, Q1 & 51	2,500,000	-	2,500,000
West Harwich Route 28 Water Main	5/1/2023	20	17,500,000	3,835,000	13,665,000
East Harwich Wastewater Collection	5/16/2023, amend	21, Q2 & 51	54,000,000	100,000	53,900,000
SUB-TOTAL Additional Sheet(s)				48,194,467	73,095,533

BUREAU OF ACCOUNTS, STATEMENT OF INDEBTEDNESS DETAIL

Long Term Debt						
Inside the Debt Limit	Report by Issuance	Outstanding July 1, 2023	+ New Debt Issued	- Retirements	Outstanding June 30, 2024	Interest Paid in FY2024
10/30/12	Land Acquisition	165,000	-	165,000	-	1,650
06/21/18	Land Acquisition	495,000	-	35,000	460,000	21,200
06/21/18	Bridge Reconstruction	250,000	-	20,000	230,000	10,775
06/21/18	Building Remodeling	90,000	-	10,000	80,000	4,300
06/21/18	Building Remodeling - Roads	1,650,000	-	110,000	1,540,000	69,850
06/21/18	Roads	95,000	-	10,000	85,000	4,500
06/21/18	Roads	40,000	-	5,000	35,000	1,950
06/21/18	Building Remodeling	1,765,000	-	200,000	1,565,000	84,350
06/21/18	Building Remodeling	880,000	-	100,000	780,000	42,100
06/21/18	Building Remodeling	565,000	-	45,000	520,000	24,300
06/21/18	Building Remodeling	280,000	-	20,000	260,000	12,025
06/21/18	Sewer	2,060,000	-	140,000	1,920,000	87,475
06/21/18	Sewer	5,000	-	5,000	-	250
06/20/19	Building Construction	2,080,000	-	130,000	1,950,000	83,200
06/20/19	Building Construction	2,680,000	-	170,000	2,510,000	107,500
06/20/19	Building Remodeling - Off Street Parking Area	600,000	-	40,000	560,000	24,300
06/20/19	Public Wharf Reconstruction	195,000	-	25,000	170,000	9,150
06/20/19	Public Wharf Reconstruction	107,200	-	10,050	97,150	4,824
06/20/19	Public Wharf Reconstruction	52,800	-	4,950	47,850	2,376
06/20/19	Engineering Services	230,000	-	230,000	-	11,500
06/20/19	Engineering Services	20,000	-	5,000	15,000	1,000
08/20/19	Building Construction	2,210,000	-	400,000	1,810,000	88,400
06/09/22	Roads	170,000	-	60,000	110,000	8,500
06/09/22	Engineering Services	25,000	-	25,000	-	1,250
06/09/22	Roads	65,000	-	20,000	45,000	3,250
06/09/22	Roads	120,000	-	30,000	90,000	6,000
06/09/22	Roads	80,000	-	25,000	55,000	4,000
06/09/22	Roads	65,000	-	20,000	45,000	3,250
06/09/22	Roads	205,000	-	55,000	150,000	10,250
06/09/22	Departmental Equipment	765,000	-	45,000	720,000	35,050
06/09/22	Roads	570,000	-	65,000	505,000	28,500
06/09/22	Sewer	10,000	-	10,000	-	500

06/09/22 Sewer	15,000	-	15,000	-	750
06/09/22 Sewerage System	2,095,000	-	115,000	1,980,000	95,950
06/09/22 Sewer	405,000	-	25,000	380,000	18,650
12/14/22 Sewer CWP-18-23	16,092,328	-	524,826	15,567,502	-
05/22/24 Sewer	-	1,417,000	-	1,417,000	-
05/22/24 Sewer	-	1,417,000	-	1,417,000	-
05/22/24 Sewer	-	149,000	-	149,000	-
05/22/24 Sewer	-	95,000	-	95,000	-

TOTAL	37,197,328	3,078,000	2,914,826	37,360,502	912,875
				Must equal	

Long Term Debt					
Outside the Debt Limit Report by Issuance	Outstanding July 1, 2023	+ New Debt Issued	- Retirements	Outstanding June 30, 2024	Interest Paid in FY2024
08/01/04 Septic System Bettern	6,121	-	6,121	-	153
03/15/10 Water Treatment Faci	525,000	-	75,000	450,000	20,063
10/01/11 Water Treatment Faci	1,820,000	-	130,000	1,690,000	57,655
10/30/12 Water Storage Tank	1,025,000	-	105,000	920,000	24,056
02/21/18 Well DWP-13-02	1,308,393	-	88,179	1,220,213	26,168
05/22/24 Water Mains	-	3,777,000	-	3,777,000	-

TOTAL	4,684,514	3,777,000	404,300	8,057,213	128,095
				Must equal	

Short Term Debt					
Report by Issuance	Outstanding July 1, 2023	+ New Debt Issued	- Retirements	Outstanding June 30, 2024	Interest Paid in FY2024
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
TOTAL	-	-	-	-	-
				Must equal	

FISCAL YEAR 2024 TAX COLLECTIONS

REAL ESTATE TAX REVENUE	
2022	(5,608.54)
2023	909,007.26
2024	55,101,186.40
TOTALS	56,004,585.12

CPA TAX REVENUE	
2023	29,328.42
2024	1,651,336.52
TOTALS	1,680,664.94

PERSONAL PROPERTY TAX REVENUE	
2018	59.02
2016	58.14
2017	22.87
2019	261.37
2020	142.29
2021	176.83
2022	427.65
2023	11,684.99
2024	1,207,127.00
TOTALS	1,219,960.16

MOTOR VEHICLE EXCISE REVENUE	
2015	26.25
2016	52.81
2017	72.51
2018	418.35
2019	1,312.30
2020	1,813.93
2021	3,888.16
2022	26,841.79
2023	470,139.27
2024	2,340,958.93
TOTALS	2,845,524.30

BOAT EXCISE REVENUE	
2021	(13.50)
2022	(26.33)
2023	2,108.08
2024	49,179.42
TOTALS	51,247.67

TAX LIENS / BETTERMENTS REVENUE	
Tax Title	313,092.07
Allen Harbor	53,786.14
Water Liens	26,191.71
Road Betterments	13,858.23
Septic Betterments	1,956.59
TOTALS	408,884.74

TREASURER'S REPORT OF OUTSTANDING RECEIVABLES – 6/30/2024

	Detail per Treasurer/Collector	Balance per General Ledger
Personal Property Taxes		
Levy of 2024	16,667.00	16,667.00
Levy of 2023	10,734.00	10,734.00
Levy of 2022	8,185.00	8,185.00
Levy of 2021	6,088.00	6,088.00
Levy of Prior Years	19,421.00	19,433.00
Total	61,095.00	61,107.00
Real Estate Taxes		
Levy of 2024	763,480.00	763,375.00
Levy of 2023	146,879.00	151,392.00
Levy of 2022	50.28	746.00
Levy of 2021	7,496.00	671.00
Levy of Prior Years	803.00	1,974.00
Total	918,708.28	918,158.00
Motor Vehicle Excise		
Levy of 2024	249,676.00	249,676.00
Levy of 2023	112,301.00	112,301.00
Levy of 2022	26,290.00	26,290.00
Levy of 2021	13,136.00	13,136.00
Levy for Prior Years	39,154.00	39,154.00
Total	440,557.00	440,557.00
Tax Liens/Tax Title		
Tax Liens/Tax Title	2,427,404.00	2,426,710.00
Tax Foreclosures/Tax Possessions		
Tax Foreclosures/Tax Possessions	249,570.00	249,570.00
Other Excise Taxes		
Boat Excise	42,093.00	42,093.00
User Charges Receivables		
Water	1,107,918.00	1,108,734.00
Sewer	34,744.00	34,790.00
Other: Ambulance	679,967.00	679,967.00

FISCAL YEAR 2024 SALARY REPORT

DEPARTMENT	NAME	BASE PAY	OTHER	OVERTIME	TOTAL
ACCOUNTING	BARRETTE, KATHLEEN	130,642.91	16,857.18		147,500.09
	GREEN, MEGAN	62,089.30	8,948.33	8,196.33	79,233.96
	NORGEOT, CRYSTAL	51,638.50	4,660.04	102.51	56,401.05
	ACCOUNTING Total	244,370.71	30,465.55	8,298.84	283,135.10
BOARD OF ASSESSORS	BACKHAM, REBECCA	10,328.32			10,328.32
	GRIBEN, MADISON	36,843.60	9,887.48	977.56	47,708.64
	JONES, CARLENE	77,695.43	11,070.81		88,766.24
	KAVANAUGH, JAY	500.04			500.04
	NIGHTINGALE, BRUCE	500.04			500.04
	STEIDEL, DANIEL	16,420.54	4,157.55		20,578.09
	WAYSTACK, RICHARD	500.04			500.04
	BOARD OF ASSESSORS Total	142,788.01	25,115.84	977.56	168,881.41
BUILDING	ANDERSON, DAVID	57,231.31	14,677.76	3,348.81	75,257.88
	CAVATORTA, HEATHER	21,330.78	1,296.25		22,627.03
	FALLETTI, LAURA	46,698.62	3,548.52		50,247.14
	HUTCHINGS, NATALIE	33,197.76	2,286.66		35,484.42
	LOHR, RACHEL	55,500.70	8,421.97	91.20	64,013.87
	MEE, JOHN	96,055.88	10,373.23		106,429.11
	MUSCATTIELLO, PAUL	28,601.16	199.08		28,800.24
	STONE, JOSHUA	8,274.79			8,274.79
	TRUDEAU, KALEA	21,626.85	1,207.10	143.70	22,977.65
	WINGARD, THOMAS	17,215.00			17,215.00
	BUILDING Total	385,732.85	42,010.57	3,583.71	431,327.13

FISCAL YEAR 2024 SALARY REPORT

DEPARTMENT	NAME	BASE PAY	OTHER	OVERTIME	TOTAL
CEMETERY ASSOCIATION	KELLEY, ROBBIN	70,798.62	9,012.51		79,811.13
CEMETERY ASSOCIATION Total		70,798.62	9,012.51		79,811.13
CEMETERY/HWAY	HOPKINS, JARED	58,705.42	11,459.64	17,706.46	87,871.52
	SMITH, PETER	51,185.78	9,169.04	4,499.16	64,853.98
	STRATTON, JAMES	65,936.74	6,953.42	9,368.97	82,259.13
CEMETERY/HWAY Total		175,827.94	27,582.10	31,574.59	234,984.63
CHANNEL 18	GOODWIN, JAMIE	79,149.88	15,106.80		94,256.68
	HAMILTON, MATTHEW	13,237.61	88.76		13,326.37
	LADUE, CALEB	51,035.73	9,215.28	81.48	60,332.49
CHANNEL 18 Total		143,423.22	24,410.84	81.48	167,915.54
COMMUNITY CENTER	BUHLER, MARY BETH	637.76			637.76
	CAREY, CAROLYN	97,917.05	19,825.54		117,742.59
	CUSACK, JOSHUA	3,934.50			3,934.50
	ESTABROOK, SAMANTHA	64,370.10	7,371.72	819.84	72,561.66
	FERNANDES, KIM	27,359.21			27,359.21
	LOTTI, KERRY	13,094.86			13,094.86
	MAROTTA, KAREN		10,030.54		10,030.54
	STEIDEL, ARTHUR	17,422.06	8,901.32		26,323.38
	WILDA, REAGAN	41,542.13	3,006.15	57.26	44,605.54
COMMUNITY CENTER Total		266,277.67	49,135.27	877.10	316,290.04
CONSERVATION	GOODING, LILLIAN	3,098.76			3,098.76
	MCDONALD, BRIAN		4,111.36		4,111.36
	MCKENNA, LECIA	49,837.46	9,203.30		59,040.76

FISCAL YEAR 2024 SALARY REPORT

DEPARTMENT	NAME	BASE PAY	OTHER	OVERTIME	TOTAL
CONSERVATION Total	USOWSKI, AMY	91,281.85	12,713.03		103,994.88
		144,218.07	26,027.69		170,245.76
	BELTIS, GERALD	125.00			125.00
	CAKOUNES, LEO	125.00			125.00
CONSTABLES Total	ROBINSON, DAVID	125.00			125.00
		375.00			375.00
COUNCIL ON AGING	ANDERSEN, JENNY	54,439.62	2,499.56	149.82	57,089.00
	CASE, KEVIN	1,245.98			1,245.98
	DINATALE, WILLIAM	8,894.97			8,894.97
	FALLON, VIRGINIA	564.72	29.43		594.15
	GOLIA, GERALD	4,638.99	3,932.27		8,571.26
	JUSELL, SUSAN	83,878.42	14,652.56		98,530.98
	LEAHY, DAVID	7,375.69			7,375.69
	NOLES, LARRY	2,420.34			2,420.34
	RYDER, JANE	245.39			245.39
	SEELEY, KATERI	45,215.53	6,884.82	67.98	52,168.33
	SIDORUK, ANDREA	46,351.02	8,182.15	252.32	54,785.49
	ST PIERRE, LINDA	37,867.77	8,936.70	423.72	47,228.19
	SWIFT, LAUREN	36,406.41	3,427.26		39,833.67
	WATSON, KENNETH	15,762.63			15,762.63
COUNCIL ON AGING Total		413,911.43	57,807.27	893.84	472,612.54

FISCAL YEAR 2024 SALARY REPORT

DEPARTMENT	NAME	BASE PAY	OTHER	OVERTIME	TOTAL
CULTURAL AFFAIRS	MALONEY, MARY	645.24	203.76		849.00
	MEWHINNEY, KARA	73,118.99	9,548.90		82,667.89
CULTURAL AFFAIRS Total		73,764.23	9,752.66		83,516.89
DIRECTOR OF YOUTH SERVICES	HOUSE, SHEILA	2,500.00			2,500.00
	SYMINGTON, ASHLEY	77,677.50	3,053.55		80,731.05
DIRECTOR OF YOUTH SERVICES Total		80,177.50	3,053.55		83,231.05
DISPOSAL/LANDFILL	BURKE, WILLIAM	26,448.06	9.18		26,457.24
	GERMAIN, ERIN	58,737.46	10,277.38	11,831.91	80,846.75
	GHILARDI, JAMES	51,044.84	12,212.09	11,063.29	74,320.22
	GROSSE, CODY	59,670.17	12,257.15	20,230.47	92,157.79
	HOSKING, RICHARD	54,976.70	11,788.01	29,354.31	96,119.02
	JOY, ROBERT	34,360.12			34,360.12
	KIERNAN, MICHAEL	22,517.08		16.96	22,534.04
	MCNEELY, DANIEL	44,592.34	11,579.19	26,609.37	82,780.90
	PINA, F JEFFREY	58,428.13	7,931.85	6,330.66	72,690.64
	RAMIREZ, MICHAEL	47,972.91	4,350.33	21,594.26	73,917.50
	SUTHERLAND, GEORGE	12,184.66			12,184.66
	WALTHER, WILLIAM	53,807.42	10,632.33	25,669.64	90,109.39
DISPOSAL/LANDFILL Total	YARBRO, THOMAS	70,968.41	8,161.81	26,349.42	105,479.64
		595,708.30	89,199.32	179,050.29	863,957.91
ELECTRICAL INSPECTOR	COFSKE, BRUCE	1,936.38	920.00		2,856.38
	HAARMAN, RICHARD	384.57			384.57
ELECTRICAL INSPECTOR Total		2,320.95	920.00		3,240.95

FISCAL YEAR 2024 SALARY REPORT

DEPARTMENT	NAME	BASE PAY	OTHER	OVERTIME	TOTAL
FIRE	AVERY, RYAN	69,933.74	16,855.98	39,324.49	126,114.21
	BENGSTON, ZACHERY	54,690.43	15,146.28	34,445.99	104,282.70
	BROWN, CHRISTIANNA	66,838.11	16,035.45	12,866.54	95,740.10
	CLARKE, JAMES	52,336.75	29,130.08	2,530.05	83,996.88
	DEBROSKY, MARJORIE	54,218.54	9,768.67	7,515.04	71,502.25
	DEPRIZIO, ANTHONY	56,855.04	8,101.11	2,607.09	67,563.24
	DIAMOND, ERIC	67,880.30	31,517.78	28,350.51	127,748.59
	DRUCKENBROD, TIMOTHY	65,502.55	20,500.39	19,757.10	105,760.04
	DUQUETTE, KEVIN	32,709.53	51,757.84	6,845.65	91,313.02
	EDWARDS, RYAN	66,097.18	31,474.20	51,273.67	148,845.05
	ELLIOTT, ERIC	69,141.18	27,241.59	55,895.89	152,278.66
	FERRO, BRANDON	69,393.35	20,543.63	23,563.34	113,500.32
	FINN, PAUL	74,741.23	31,700.74	1,387.41	107,829.38
	FORD, JOSHUA	64,867.82	26,559.76	10,788.37	102,215.95
	IMPARATO, STEPHEN	64,570.79	8,680.24	10,133.34	83,384.37
	LAPLANTE, ADAM	66,889.54	26,702.69	42,911.65	136,503.88
	LEBLANC, DAVID	147,091.66	26,340.52	-	173,432.18
	LEVASSEUR, MATTHEW	68,410.37	19,132.13	24,879.15	112,421.65
	MAYO, JOSEPH	71,840.58	31,052.91	65,865.55	168,759.04
	MCHUGH, ALEXANDER	60,424.18	11,002.12	16,431.35	87,857.65
	MCSHERA, CONNOR	62,528.72	18,436.99	28,615.14	109,580.85
	OTTINO, ANDREW	67,878.17	11,112.98	15,206.81	94,197.96
	PARKER, DONALD	47,385.90	61,070.52	40,072.14	148,528.56

FISCAL YEAR 2024 SALARY REPORT

DEPARTMENT	NAME	BASE PAY	OTHER	OVERTIME	TOTAL
FIRE	PIRES, SUSAN	45,005.89	10,635.53		55,641.42
	PIRRUCCIO, MARK	66,027.89	17,454.56	31,230.39	114,712.84
	REGAN, CHRISTINA	53,132.75	40,134.46	11,372.59	104,639.80
	REGO, JOSEPH	69,458.86	32,674.57	21,659.61	123,793.04
	RIKER, ANDREW	61,331.45	13,163.42	45,112.72	119,607.59
	SANDINO, JAMES	66,921.30	14,823.85	16,095.56	97,840.71
	SANGIOVANNI, DANIEL	68,042.37	24,182.14	51,834.30	144,058.81
	SCHNEEWEISS, WILLIAM	66,907.54	22,242.62	13,358.78	102,508.94
	SMITH, LEIGHANNE	75,319.95	36,743.70	33,971.39	146,035.04
	STEWART, TRACY	67,053.33	17,471.57	12,093.07	96,617.97
	THORNTON, CRAIG	119,183.01	25,546.06	5,527.56	150,256.63
	TROVATO, MICHAEL	67,557.95	13,036.99	8,218.26	88,813.20
	TYLDESLEY, SCOTT	65,324.30	34,615.48	39,620.20	139,559.98
	WARNER, BRYANT	65,054.94	19,791.69	33,156.99	118,003.62
	WHITE, JUSTIN	77,844.42	29,571.24	65,601.42	173,017.08
	WILLIAMS, ROBERT	68,564.74	19,894.31	27,664.57	116,123.62
	WILLIS, BRAD	75,187.97	28,473.55	48,474.86	152,136.38
	YOUNG, BRUCE	71,631.08	33,676.61	93,586.66	198,894.35
FIRE Total		2,771,775.40	983,996.95	1,099,845.20	4,855,617.55
GAS INSPECTOR	DECOTEAU, RICHARD	19,994.10			19,994.10
	KIEFER, MARK	72,278.76	442.26		72,721.02
GAS INSPECTOR Total		92,272.86	442.26		92,715.12

FISCAL YEAR 2024 SALARY REPORT

DEPARTMENT	NAME	BASE PAY	OTHER	OVERTIME	TOTAL
GOLF OPERATIONS	BOSWORTH, MARK	7,485.29	9.00		7,494.29
	CANTO, JUSTUS		4,841.61		4,841.61
	CARPENTER, NORMAND		8,553.83		8,553.83
	CLAPTON, MARTIN		8,835.78		8,835.78
	CONVERSE, GEOFFREY		10,423.10		10,423.10
	CORREIA, ALEXANDRA		180.00		180.00
	DAMON, DEAN	53,629.87	4,494.29	9,714.81	67,838.97
	DECHANE, GREGORY		150.00		150.00
	DONOVAN, ROBERT	61,239.09	15,010.54	11,269.79	87,519.42
	DUFFY-PETERSON, ELLEN		4,042.10		4,042.10
	FAGAN, RICHARD	61,500.65	19,014.78		80,515.43
	FALCK, WENDY		1,080.00		1,080.00
	FERNANDEZ, SHAWN	90,975.17	30,390.36		121,365.53
	GALANIS, GREGORY		4,693.72		4,693.72
	GALEOTA, RALPH		7,671.06		7,671.06
	GORMAN, JAMES		6,528.43		6,528.43
	GRANT, WILLIAM		2,160.00		2,160.00
	GREER, JOHN		10,081.69		10,081.69
	GREER, ROMAN	94,741.00	13,688.14		108,429.14
	HARTSFIELD, PATTI		6,574.40		6,574.40
	HAWTHORNE, GLENN		2,867.24		2,867.24
	HESSICK, JOHN		2,257.50		2,257.50
	HRISTOV, HRISTO		14,201.93	2,082.84	16,284.77

FISCAL YEAR 2024 SALARY REPORT					
DEPARTMENT	NAME	BASE PAY	OTHER	OVERTIME	TOTAL
HUMAN RESOURCES	HUBBARD, DALE		6,938.54		6,938.54
	HULL, JOHN		3,024.57		3,024.57
	JAZWINSKI, EDWIN	44,966.20	2,741.76	7,214.58	54,922.54
	JOHNSON, GEORGE		7,014.15		7,014.15
	JURINSKI, LIAM		1,421.25		1,421.25
	KELLY, CAILIN		152.30		152.30
	KING, MICHAEL		3,052.83	454.14	3,506.97
	KUHL, JAMES		6,595.73		6,595.73
	LANGLOIS, DEAN	48,538.90	14,518.81	9,988.03	73,045.74
	LAROCO, AVA		1,965.00		1,965.00
	LAVALLEY, BRODIE		1,578.75		1,578.75
	LEVINE, MICHAEL		2,857.28		2,857.28
	MASIELLO, JASON		5,003.97		5,003.97
	MCALLISTER, MICHAEL		7,690.76		7,690.76
	MCCARTHY, JOHN		5,072.23		5,072.23
	MCFADDEN, EDWARD		1,496.25		1,496.25
FINANCIAL SERVICES	MCLAUGHLIN, BRIAN		1,076.25		1,076.25
	MELLO, PAUL	52,319.61	7,277.79	9,777.19	69,374.59
	MONTEIRO, BRIAN		7,152.71	126.15	7,278.86
	MURRAY, EDWARD		2,248.02		2,248.02
	NASH, EDWIN		5,759.73		5,759.73
	OCALLAGHAN, JONATHAN		9,003.00		9,003.00
	PAVLAKIS, CHRISTIAN		7,344.72		7,344.72

FISCAL YEAR 2024 SALARY REPORT

DEPARTMENT	NAME	BASE PAY	OTHER	OVERTIME	TOTAL
GOLF OPERATIONS	POTTER, KATHRYN		673.71		673.71
	RYAN, TERRENCE		3,172.62		3,172.62
	SERJAN, MICHAEL	52,720.17	7,722.29		60,442.46
	SHEA, WALTER		7,658.74		7,658.74
	SIMS, FRANCIS		6,176.61		6,176.61
	SPELMAN, JOHN		11,327.17		11,327.17
	ST PIERRE, COLLEEN		8,361.45		8,361.45
	STEIGER, THEODORE		2,085.00		2,085.00
	STONE, AIDAN		603.75		603.75
	STRZEPEK, COLE		602.73		602.73
	THORNTON, CONOR		341.25		341.25
	THORNTON, LIAM		2,268.75		2,268.75
	THORNTON, SEAN		3,477.67		3,477.67
	TOFFOLON, ROBERT		1,232.27		1,232.27
	TOMASIAN, THOMAS		9,800.57		9,800.57
	VARZEAS, KIM		7,356.90		7,356.90
GOLF OPERATIONS Total		568,115.95	361,597.38	50,627.53	980,340.86
HARBORMASTER	BOWLER, STEPHEN		8,100.77		8,100.77
	BURKE, MARY		2,798.33		2,798.33
	CROKE, MATTHEW		4,854.44		4,854.44
	FISH, ALLAN		2,293.77		2,293.77
	GREENE, HOPE		1,924.03		1,924.03
	MATHEWS, RICHARD		9,061.21		9,061.21

FISCAL YEAR 2024 SALARY REPORT

DEPARTMENT	NAME	BASE PAY	OTHER	OVERTIME	TOTAL
HARBORMASTER	MORRIS, MICHELLE	55,789.06	14,060.06		69,849.12
	NEISER, WILLIAM	67,487.97	11,478.82		78,966.79
	OCONNOR, SCOTT		1,596.54		1,596.54
	RENDON, JOHN	94,157.93	20,624.29		114,782.22
	SMITH, CONOR		1,270.40		1,270.40
	SOUZA, ANDREW	56,193.29	8,380.89	89.97	64,664.15
	SPRINGER, BARRY		7,750.77		7,750.77
	HARBORMASTER Total	273,628.25	94,194.32	89.97	367,912.54
	HEALTH				
	ANTOINE, MATTHEW	500.04			500.04
HIGHWAY	BALLINGER, MEREDITH	50,536.08	3,585.33		54,121.41
	DOWGIALLO, RONALD	500.04			500.04
	DUPONT, KEVIN	500.04			500.04
	HOWELL, PAMELA	500.04			500.04
	JOHNSON, STEPHANIE	48,202.77	5,152.62	763.29	54,118.68
	ONEILL, KATHLEEN		4,819.04		4,819.04
	PFLEGER, SHARON	500.04			500.04
	SCHOENER, CARRIE	76,494.62	10,436.43	186.00	87,117.05
	SINGLETON, JENNIFER	51,296.76	9,814.74	995.40	62,106.90
	HEALTH Total	229,030.43	33,808.16	1,944.69	264,783.28
HIGHWAY	BAILEY, GREGORY	47,938.33	5,707.07	423.78	54,069.18
	BERUBE, KIM	55,968.73	12,619.64	17,668.17	86,256.54
	BERUBE, RICHARD	13,573.68	22,918.95	2,953.28	39,445.91
	BRYDA, MICHAEL	42,603.83	14,883.34	1,232.64	58,719.81

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DEPARTMENT	NAME	BASE PAY	OTHER	OVERTIME	TOTAL
DEPARTMENT A	COLEMAN, SAMANTHA		24,789.10	690.39	25,479.49
	DALUZE, MATTHEW	55,573.41	3,780.36	9,793.80	69,147.57
	DONOVAN, JOSHUA	52,859.28	4,591.45	5,031.26	62,481.99
	EDSON, KYLE	69,372.18	9,517.64	7,683.28	86,573.10
	ELLIS, RANDY	38,145.50	3,076.25	36.92	41,258.67
	GAGNON, THOMAS	60,090.39	32,144.03	9,607.73	101,842.15
	HERSEY, STEVEN	53,170.58	10,478.39	9,935.29	73,584.26
	HOOPER, LINCOLN	103,335.55	39,544.70		142,880.25
	HUNT, VALERIE	38,558.45		141.24	38,699.69
	KILKENNY, ROBERT	62,262.44	6,147.08	5,771.84	74,181.36
	KOCH, CHRISTOPHER		13,954.82		13,954.82
	LEWIS, DANIEL	43,983.58	13,195.40	2,369.06	59,548.04
	MARCELINE, MANUEL	42,851.72	5,465.22	875.41	49,192.35
	MERESTE, DANIEL	54,942.99	4,861.79	2,949.22	62,754.00
	MURPHY, EUGENE	59,884.29	8,525.24	5,618.10	74,027.63
	NICKERSON, DONALD	29,089.48	32,816.57	1,675.43	63,581.48
DEPARTMENT B	POPPO, ROBERT	30,180.24	1,445.76	609.92	32,235.92
	SEELY, JOAN	15,671.18	19,188.34	130.68	34,990.20
	SMITH, CAITLYN	29,660.45	2,207.27	1,883.15	33,750.87
	TUOMINEN, CHARLES	6,509.22			6,509.22
	WALSH, ANDREW	3,054.93	1,222.97		4,277.90
	WINSLOW, JONATHAN	23,983.55	1,210.57	3,223.93	28,418.05
	WRIGHTINGTON, DAVID	51,868.09	11,780.90	13,003.70	76,652.69

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DEPARTMENT	NAME	BASE PAY	OTHER	OVERTIME	TOTAL
HIGHWAY Total		1,085,132.07	306,072.85	103,308.22	1,494,513.14
HIGHWAY/BUILDING	FORBES, SHAWN	55,819.90	8,961.41	3,513.96	68,295.27
	LANGWAY, WESLEY	45,133.66	15,221.12	9,490.10	69,844.88
	LIBBY, SEAN	70,091.62	9,198.27	16,318.67	95,608.56
	VIERA, PAUL	60,516.70	11,432.14	3,495.86	75,444.70
HIGHWAY/BUILDING Total		231,561.88	44,812.94	32,818.59	309,193.41
HOUSING ADVOCATE	POWELL, BRIANNA	55,483.85	9,023.37		64,507.22
HOUSING ADVOCATE Total		55,483.85	9,023.37		64,507.22
INFORMATION TECHNOLOGY	EATON, SARAH	89,521.10	6,696.52		96,217.62
INFORMATION TECHNOLOGY Total		89,521.10	6,696.52		96,217.62
LIBRARY	APPLETON, OLIVIA	16,564.88			16,564.88
	BAKSA-MATHEWS, MARY	8,490.67	34.71		8,525.38
	BROWN, JOANNE	1,000.00			1,000.00
	BURKE, CARLA	28,357.42	1,067.65		29,425.07
	CARPENTER, ANN	57,523.51	12,680.18	89.70	70,293.39
	CAUGHEY, ALAN	34,054.65	457.94		34,512.59
	CEBULA, LINDA	1,000.00			1,000.00
	CROWELL, WILLIAM	1,000.00			1,000.00
	DEPIN, KELLY	802.94			802.94
	ELDRIDGE, CHERYL	88.10	5.07		93.17
	ELLIOT-GRUNES, LAUREN	2,929.98			2,929.98
	GEORGE, CHRISTINE	388.69			388.69
	HEWITT, VIRGINIA	106,035.32	20,843.20		126,878.52

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DEPARTMENT	NAME	BASE PAY	OTHER	OVERTIME	TOTAL
	HOWARD, CATHERINE	2,363.56			2,363.56
	INMAN, PHILLIP	23,139.65	1,921.99		25,061.64
	KELLEY, LAURA	24,563.75	1,779.58		26,343.33
	LEACH, JACQUELINE	13,488.52			13,488.52
	LYERLY, DANIEL	550.45			550.45
	MARTELL, SUZANNE	35,831.59	34,396.66		70,228.25
	MCCARTY, JOAN	1,000.00			1,000.00
	NICHOLS, JUDITH	5,300.20			5,300.20
	NORTH, PAMELA	3,013.85			3,013.85
	PAINÉ, PAMELA	27,396.99			27,396.99
	PARKER, JOHN	6,564.67			6,564.67
	PETTY, SHANAZ	26,413.34			26,413.34
	PICKETT, JENNIFER	63,579.73	13,278.86	338.22	77,196.81
	REMILLARD, KATHLEEN	1,000.00			1,000.00
	SIMS, CAREY	57,737.86	5,125.51	1,409.10	64,272.47
	STOJDA, MARTA	3,578.01			3,578.01
	THORNTON, JAMIE	56,065.66	6,383.04	35.45	62,484.15
	WAYSTACK, BERNADETTE	1,000.00			1,000.00
	WHEELER, JEANNIE	1,000.00			1,000.00
	WILLIAMS, GAVIN	56,908.98	5,493.10		62,402.08
LIBRARY Total		668,732.97	103,467.49	1,872.47	774,072.93
NATURAL RESOURCES	ALLEN, LYNDSY		6,399.82		6,399.82
	LOWER, KALI		412.96		412.96

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DEPARTMENT	NAME	BASE PAY	OTHER	OVERTIME	TOTAL
NATURAL RESOURCES	PACIOUS, THOMAS		1,532.73		1,532.73
	PROFT, HEINZ	7,564.70	43,267.82		50,832.52
	STEFANIAK, SARAH		6,736.41		6,736.41
	YANNUZZI, DON	76,268.28	7,989.52		84,257.80
NATURAL RESOURCES Total		83,832.98	66,339.26		150,172.24
PARK/HIGHWAY	ALBEE, BRIAN	65,426.95	12,131.31	21,492.50	99,050.76
	DAVIS, GARRETT		4,518.47		4,518.47
	SYLVESTER, KYLE		1,215.06		1,215.06
	THIBEAULT, MARC		6,429.34		6,429.34
	YARBRO, COOPER		11,565.44	1,172.01	12,737.45
PARK/HIGHWAY Total		65,426.95	35,859.62	22,664.51	123,951.08
PLANNING	DELANEY, SHELAGH	50,252.32	11,895.38	1,272.46	63,420.16
	FLYNN, CHRISTINE	63,332.55	2,651.13		65,983.68
	HALKIOTIS, PAUL		412.58		412.58
PLANNING Total		113,584.87	14,959.09	1,272.46	129,816.42
PLUMBING INSPECTOR	DAVIS, THOMAS	51,895.06			54,331.62
	MOYNIHAN, JAMES	8,497.16	2,436.56		8,497.16
PLUMBING INSPECTOR Total		60,392.22	2,436.56		62,828.78
POLICE	ARNICK, RACHID	19,777.46			19,777.46
	ARRIGO, CHRISTOPHER	901.74	6,427.01	437.44	7,766.19
	BENNETT, DEANDRE	19,777.46			19,777.46
	BOORACK, PAUL	97,611.05	19,409.63	58,130.35	175,151.03
	BRACKETT, ROBERT	94,270.82	22,617.14	38,348.16	155,236.12

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DEPARTMENT	NAME	BASE PAY	OTHER	OVERTIME	TOTAL
	BRICKLEY, BRENDAN	80,155.58	35,783.65	47,243.30	163,182.53
	BUTTRICK, RICHARD		28,337.44	3,901.86	32,239.30
	CAMPBELL, RICHARD		56,184.96	6,312.00	62,496.96
	CLARKE, THOMAS	84,137.55	91,740.11	46,648.33	222,525.99
	CONNERY, JAMES	79,212.14	26,796.56	30,418.38	136,427.08
	CONSIDINE, KEVIN	133,406.70	25,799.00		159,205.70
	DEBAGGIS, TEGAN		48,240.66		48,240.66
	DONOVAN, DANIEL	73,380.91	20,927.17	38,313.73	132,621.81
	DUTRA, DEREK	66,498.23	34,032.18	34,912.10	135,442.51
	DYER, NORA	20,179.40	2,066.05	2,059.97	24,305.42
	FERREIRA, JESSICA	71,289.55	10,778.49	33,531.46	115,599.50
	FUGATE, JAKE	19,777.46			19,777.46
	GOSHGARIAN, ARAM	114,713.92	15,723.98	15,194.90	145,632.80
	GRIFFITHS, THOMAS	60,028.19	38,007.25	31,749.38	129,784.82
	GUILLETTE, DAVID	131,326.02	40,895.77		172,221.79
	HADFIELD, ROBERT		32,331.48	5,814.75	38,146.23
	HARRINGTON, JENNIFER	71,473.41	9,201.74	4,577.82	85,252.97
	HARRIS, MARC	89,582.98	18,319.44	9,641.23	117,543.65
	HINESLEY, JAMES	66,397.54	31,043.88	12,701.44	110,142.86
	HOLMES, MARK	74,586.88	43,049.16	36,167.56	153,803.60
	HORGAN, ROBERT		39,560.24	4,150.50	43,710.74
	HUTTON, ADAM	102,932.74	52,383.44	18,922.88	174,239.06
	JUDGE, JULIE	48,929.00	11,535.65		60,464.65

FISCAL YEAR 2024 SALARY REPORT

DEPARTMENT	NAME	BASE PAY	OTHER	OVERTIME	TOTAL
	KANNALLY, KEITH	73,479.78	33,186.60	42,413.12	149,079.50
	LARIVEE, JOHN	79,621.03	18,758.36	40,436.52	138,815.91
	LOPES, KYLEIGH	57,279.18	4,238.12	7,527.10	69,044.40
	MCCAFFREY, CHARLES	52,352.10	1,940.00	6,422.72	60,714.82
	MCFARLAND, SCOTT	19,777.46			19,777.46
	MCINALLY, IRIS	54,306.45	21,685.47	46,933.77	122,925.69
	MONTEIRO, THEODORE	57,495.23	9,420.41	28,371.50	95,287.14
	NICHOLSON, DIANE	47,056.40	28,386.28	34,314.54	109,757.22
	NOLAN, NEIL	3,571.63	83,531.41	989.98	88,093.02
	PELLEGRINO, RICHARD	65,968.32	35,987.78	18,432.06	120,388.16
	PETELL, PETER	3,755.30	114,683.15	1,254.52	119,692.97
	RADZIK, THOMAS	75,805.50	10,746.37	9,096.49	95,648.36
	RIDENOUR, DREW	65,988.55	15,608.19	25,363.94	106,960.68
	ROSS, JADE	56,266.51	11,962.56	19,337.96	87,567.03
	RUGGIERO, RONALD	16,287.16	72,626.78	5,612.41	94,526.35
	STONE, JOSEPH		54,331.00	6,994.50	61,325.50
	SULLIVAN, JOHN	19,571.84	95,679.17	14,097.66	129,348.67
	THOMAS, COLIN	69,584.09	6,909.66	17,304.08	93,797.83
	ULRICH, T	84,504.41	8,248.74	3,741.04	96,494.19
	VARLEY, KATIE	57,810.53	15,346.07	1,322.47	74,479.07
	VERMETTE, TYLER	83,071.84	16,821.54	44,747.20	144,640.58
	WALINSKI, AMY	73,117.26	40,031.93	28,335.21	141,484.40
POLICE Total		2,737,017.30	1,461,321.67	882,226.33	5,080,565.30

FISCAL YEAR 2024 SALARY REPORT

DEPARTMENT	NAME	BASE PAY	OTHER	OVERTIME	TOTAL
REC & YOUTH	AYER, TYLER		2,245.25		2,245.25
	BADGER, JULIE-JEAN	4,706.84			4,706.84
	BANTA, ELAINE	61,311.09	9,919.66	3,721.18	74,951.93
	BEEBE, ERIC	88,232.01	14,764.38		102,996.39
	BOURQUE, ELIZABETH		5,583.55		5,583.55
	BOURQUE, LOUISE		3,523.86		3,523.86
	BOZELLI, VINICIUS	6,969.50			6,969.50
	CARLSON, MARIE	7,111.28	12,379.10		19,490.38
	CHAPMAN, DILLON		208.20		208.20
	CIAMPA, ANGELINA		2,921.17		2,921.17
	CIAMPA, FRANCESCA		1,992.56		1,992.56
	CIAMPA, MATTHEW		4,340.50		4,340.50
	COURNOYER, ELIZABETH		208.20		208.20
	CUDMORE, PHYLLIS	30,461.84	250.00		30,711.84
	DENTE, ALEXANDRIA		5,335.76		5,335.76
	DEVENS, ALEXANDRA		4,861.30		4,861.30
	DOMOLKY, BRYN		78.08		78.08
	DWYER, PAIGE		2,717.72		2,717.72
	ERNST, MEREDITH		3,091.53		3,091.53
	FERREIRA, AEMILIA		4,319.01		4,319.01
	FITZGERALD, JULIA		1,306.14		1,306.14
	FOLEY, ERIN		462.54		462.54
	FRASER, SUSAN	36,782.23	46,287.93	3,211.97	86,282.13

FISCAL YEAR 2024 SALARY REPORT

DEPARTMENT	NAME	BASE PAY	OTHER	OVERTIME	TOTAL
	GALVIN, PATRICK		3,896.63		3,896.63
	GEORGE, KAILA		4,270.35		4,270.35
	GONNELLA, FRANCESCA		6,248.29		6,248.29
	GRAY, EMILY	2,608.26	5,206.10		7,814.36
	HARRISON, SHEA		5,253.56		5,253.56
	HARRISON, SKYLAR		5,772.94		5,772.94
	HARRISON, WILLIAM		7,273.04		7,273.04
	HAYES, JEMMA	2,873.92	26.82		2,900.74
	HURLEY, MICHAEL		35.70		35.70
	JOHNSON, MEILI		5,150.37		5,150.37
	JUNG, MARLENE		5,233.33		5,233.33
	KARLE, PAUL		4,872.91		4,872.91
	KRAUS, JOHN		3,580.13	225.00	3,805.13
	KRAUS, SEAN		4,789.58		4,789.58
	LARIVEE, JACOB		3,101.65		3,101.65
	LARIVEE, NATALIE		5,854.05		5,854.05
	LEGG, ELIZABETH		5,237.36		5,237.36
	LOPEZ, SHAUN		5,174.73		5,174.73
	LOSEY, JOHN	16,915.28	-	296.01	17,211.29
	LYNCH, SAMANTHA	1,129.39			1,129.39
	MAHAN, HENRY		824.14		824.14
	MAHONEY, KATHERINE		4,577.41		4,577.41
	MAHONEY, RICHARD		6,235.78		6,235.78

FISCAL YEAR 2024 SALARY REPORT

DEPARTMENT	NAME	BASE PAY	OTHER	OVERTIME	TOTAL
DEPARTMENT A	MANUEL, ALAINA		4,274.28		4,274.28
	MCGOWAN, GRACE		704.78		704.78
	MCINNIS, CAROLINE		26.03		26.03
	MCINNIS, TREVOR		4,418.31		4,418.31
	MEEHAN, LUCAS		6,479.20		6,479.20
	MEEHAN, NICHOLAS		6,907.60		6,907.60
	MEEHAN, REAGAN		4,241.80		4,241.80
	MERCURIO, ISABELLA		30.00		30.00
	MULHERIN, LILY		5,937.00		5,937.00
	MUNGOVAN, DANIEL		130.13		130.13
DEPARTMENT B	MUNGOVAN, MARTINE		1,047.85		1,047.85
	MURPHY, KATHLEEN		208.20		208.20
	O'CONNOR, BRENDAN		142.50		142.50
	OCONNOR, CAROLINE		5,618.92		5,618.92
	OCONNOR, PATRICK		5,891.84		5,891.84
	O'KEEFE, JOHN		208.20		208.20
	OZANIAN, MARGARET		3,734.26		3,734.26
	PANKO, DEAN		880.80		880.80
	PIRES, LAWRENCE		169.58		169.58
	POMPI, AIDEN	8,552.16			8,552.16
DEPARTMENT C	POMPI, GRACIE	7,085.15			7,085.15
	QUINN, CASEY		14,081.68	2,388.98	16,470.66
	QUINN, HUNTER		888.70		888.70

FISCAL YEAR 2024 SALARY REPORT

DEPARTMENT	NAME	BASE PAY	OTHER	OVERTIME	TOTAL
REC & YOUTH Total	QUINN, KAEDEN	9,191.78	17,386.15	2,488.51	11,680.29
	QUINN, WALTER		164.16		17,386.15
	RIVERA, CHRISTAN		9,060.43	165.00	164.16
	ROWE, MEREDITH		6,720.42		9,225.43
	ROWE, NATHANIEL		5,116.40		6,720.42
	SAWYER, WILLIAM		4,814.85		5,116.40
	SHEA, WYATT		9,819.34	197.91	4,814.85
	SMITH, OWEN		208.20		10,017.25
	SMITH, SIOBHAN		6,868.55		208.20
	SULLIVAN, MADELINE		26.03		6,868.55
	SWEENEY, HAYDEN		4,514.90		26.03
	TRUESDALE, JOHN		5,844.38		4,514.90
	VERNAZZA, MAYA		78.08		5,844.38
	VUJOSEVIC, NIKO		6,035.67		78.08
	WOODLAND, JACOB				6,035.67
SELECT BOARD		274,738.95	371,282.31	12,694.56	658,715.82
SELECT BOARD Total	HANDLER, JEFFREY	2,600.00			2,600.00
	HOWELL, DONALD	2,400.00			2,400.00
	KAVANAGH, JULIE	2,400.00			2,400.00
	MACASKILL, MICHAEL	2,400.00			2,400.00
	PIEKARSKI, PETER	600.00			600.00
SELECT BOARD Total		10,400.00			10,400.00

FISCAL YEAR 2024 SALARY REPORT

DEPARTMENT	NAME	BASE PAY	OTHER	OVERTIME	TOTAL
TOWN CLERK	ANDERSON, MARY	800.00			800.00
	BEARSE, JOYCE		433.36		433.36
	BONATT, ALICE		341.07		341.07
	CALLAHAN, CHARLES		248.78		248.78
	CALLAHAN, JOAN		248.78		248.78
	CARPENTER, SUSAN		461.45		461.45
	CLANCY, JO ANNE		441.38		441.38
	CLARKE, JENNIFER	60,855.58	7,892.23	5,121.04	73,868.85
	COMEAU, JEANINE		589.85		589.85
	CORBETT, URSULA		260.01		260.01
	CURRAN, MARTHA		573.80		573.80
	DELUCA, JULIE		308.97		308.97
	DICKINSON, ELAINE		412.49		412.49
	DRISCOLL, SUZANNE		100.31		100.31
	EL SEHRAWAY, MARISSA	48,847.11	4,553.76	2,614.11	56,014.98
	FITZPATRICK, SARAH		349.09		349.09
	GENATOSSIO, CAROL	2,069.63	381.19		2,450.82
	JOSEPH, LESLIE		401.25		401.25
	JOYCE, CHRISTINA		597.87		597.87
	KAPLAN, ANN		766.40		766.40
	KNOWLES, SHIRLEY		802.32		802.32
	LIDLAW, CHRISTINE		461.44		461.44
	LONDON, ANTIGONE		646.02		646.02

FISCAL YEAR 2024 SALARY REPORT					
DEPARTMENT	NAME	BASE PAY	OTHER	OVERTIME	TOTAL
TOWN CLERK Total	MILLS, SUSAN		465.46		465.46
	MITCHELL, EMILY	96,458.29			96,458.29
	MULLER, KATHLEEN		128.40		128.40
	NOCK, PATRICIA		2,213.44		2,213.44
	PINA, MARY ANN	2,140.33			2,140.33
	ROBINSON, SANDRA	573.79	120.38		694.17
	RUDDEN, MARIA RITA		377.17		377.17
	SCHLANSKY, MARILYN		393.23		393.23
	SCHLANSKY, PAUL		385.21		385.21
	SCHRECK, KATHLEEN		589.85		589.85
	SEMENTA, DEBORAH	407.52			407.52
	STARK, VIRGINIA		128.40		128.40
	SULLIVAN, JUDITH		353.11		353.11
	TAVANO, DONNA		236.74		236.74
	TEAHAN, KATHLEEN		421.32		421.32
	TRIBASTONE, LUANNE		1,003.13		1,003.13
	TRIBASTONE, STEVEN		1,007.15		1,007.15
	WEINSTEIN, SUSAN		-		-
	TOWN CLERK Total		212,152.25	29,094.81	7,735.15
TOWN HALL	CAMPOS, CAROL	16,012.08	889.56		16,901.64
	ELDRIDGE, MEGGAN	103,590.31	13,966.18		117,556.49
	FREINER, DANIELLE	60,602.00	6,592.90	94.28	67,289.18
	LYON, NATASHA	20,459.88	667.17		21,127.05

FISCAL YEAR 2024 SALARY REPORT

DEPARTMENT	NAME	BASE PAY	OTHER	OVERTIME	TOTAL
TOWN HALL Total	MOLDSTAD, JUDITH	11,554.03	10.70		11,564.73
	MOORE, JEANETTE	2,165.13			2,165.13
	POWELL, ELLEN	8,411.76			8,411.76
	POWERS, JOSEPH	132,050.77	40,835.44		172,886.21
	SMITH-CABRERA, PATIENCE	2,871.02	513.14		3,384.16
		357,716.98	63,475.09	94.28	421,286.35
	TREASURER/COLLECTOR				
	BEUSEE, CAROL		1,290.00		1,290.00
	BIRMINGHAM, KAREN		853.44		853.44
	CAMERON, MELISSA	40,791.44	3,171.35	1,014.54	44,977.33
	CLARK MACLEAY, BETTY	18,068.97			18,068.97
	DONAHUE, MICHELLE	1,100.00			1,100.00
	FULCHER, TERRY	1,858.52			1,858.52
	HEMEON, BRUCE		1,500.00		1,500.00
	KNEPPER, NANCY	1,900.00			1,900.00
	KRIPP, LILLY	1,697.41	728.67	56.58	2,482.66
	KUHNERT, DONALD		1,500.00		1,500.00
	LEGENDRE, KRYSTLE	60,027.96	6,106.87	14,328.28	80,463.11
	LEGENDRE, PETER				
	MCCAULEY, MONICA		3,140.79		3,140.79
	MCNEIL, ELLYN		2,846.50		2,846.50
	MILLIGAN, KATHERINE	975.00	1,500.00		1,500.00
	MURPHY, JUDITH		2,176.60		2,176.60
	PARNEY, MARLA		1,500.00		1,500.00

FISCAL YEAR 2024 SALARY REPORT

DEPARTMENT	NAME	BASE PAY	OTHER	OVERTIME	TOTAL
WATER	RICHARDS, CYNTHIA	525.00			525.00
	RINKACS, MADELINE		840.11		840.11
	SAMPSON, PATRICIA	14,777.61			14,777.61
	SCARNICI, PATRICIA		132.45		132.45
	SHAFFER, DAVID	44,575.98	3,347.33	1,814.91	49,738.22
	SMITH, HOLLY		1,500.00		1,500.00
	TREASURER/COLLECTOR Total	186,297.89	32,134.11	17,214.31	235,646.31
	ALLEN, MATTHEW	50,064.35	8,328.24	20,902.50	79,295.09
	ALVES, TRACEY	60,992.82	16,267.16	1,221.50	78,481.48
	CARREIRO, GARY	916.63			916.63
	CURRIE, HANNAH	589.12	5,905.07		6,494.19
	CURRIE, SCOTT	277.36	14,306.95		14,584.31
	DONAHUE, NOREEN	999.96			999.96
	DUTCHER, JEREMY	34,046.65	6,340.55	2,398.00	42,785.20
	ELDREDGE, JASON	65,895.35	18,589.55	54,247.99	138,732.89
	GOUGH, JOHN	999.96			999.96
	HICKS, STEVEN	77,293.71	16,630.48	32,838.97	126,763.16
	HINKLEY, PAUL	47,726.08	2,373.12		50,099.20
	LEAHY, DANIEL	15,035.00	15,367.77	6,241.73	36,644.50
	LEWIS, MICHAEL	50,339.51	11,001.79	24,637.06	85,978.36
	LONG, JONATHAN	18,379.04	2,535.05	831.82	21,745.91
	MAJKA, JOSHUA	56,275.59	9,625.34	25,977.40	91,878.33
	MARSH, WELLESLEY	63,132.05	25,490.32	2,101.43	90,723.80

FISCAL YEAR 2024 SALARY REPORT

DEPARTMENT	NAME	BASE PAY	OTHER	OVERTIME	TOTAL
	MILAN, DANA	67,567.35	9,563.04	51,279.89	128,410.28
	NICHOLSON, DAVID	62,390.30	14,644.71	37,107.04	114,142.05
	PELLETIER, DANIEL	102,049.13	22,315.39		124,364.52
	PETER, RICHARD	3,127.09	728.92		3,856.01
	PICARD, TIMOTHY	58,901.96	13,158.47	9,516.81	81,577.24
	SIEGER, SANDRA	67,693.36	32,632.65	2,204.56	102,530.57
	THOMPSON, ALLIN	999.96			999.96
	UNDERWOOD, JUDITH	999.96			999.96
	YOUNG, ROBERT	83.33			83.33
WATER Total		906,775.62	245,804.57	271,506.70	1,424,086.89
TOTAL		13,813,285.27	4,661,312.50	2,731,252.38	21,205,850.15

CITIZENS ACTIVITY VACANCY FORM

Volunteer Now – Serve Your Community

Town government needs citizens who are willing to give time in the service of their community. The Citizens Activity Record program was adopted by the Select Board as a means of compiling names of interested citizens to serve, on a voluntary basis, on Boards and Committees.

Activity records are being updated to include categories consistent with the changing needs of the Town. Indicate your order of preference and return this form to:

CITIZENS ACTIVITY VACANCY FORM

SELECT BOARD

732 Main Street, Harwich, MA 02645

Name: _____

Street/P.O. Box: _____

Town/Zip: _____

Telephone: _____

Email: _____

Occupation: _____

(LIST IN ORDER OF PREFERENCE)

PLANNING AND PRESERVATION

- ☐ ***Board of Appeals**
- ☐ Brooks Academy Museum Commission
- ☐ By-law/Charter Review Committee
- ☐ Community Preservation Committee
- ☐ ***Conservation Commission**
- ☐ Cultural Council Committee
- ☐ Harwich Energy &
Climate Action Committee
- ☐ Historic District and Historical Commission
- ☐ ***Planning Board**
- ☐ Real Estate and Open Space Committee
- ☐ Traffic Safety Committee

RECREATION

- ☐ Bikeways Committee
- ☐ Golf Committee
- ☐ Recreation & Youth Commission
- ☐ Waterways Committee

OTHER

- ☐ Affordable Housing Trust
- ☐ ***Board of Assessors**
- ☐ ***Board of Health**
- ☐ Capital Outlay Committee
- ☐ Cemetery Commission
- ☐ Community Center Facilities Committee
- ☐ Constable
- ☐ Council on Aging
- ☐ Finance Committee
- ☐ Harwich Accessibility Rights Committee
- ☐ Harwich Housing Committee
- ☐ Shellfish Constable (Voluntary)
- ☐ Treasure Chest Committee
- ☐ Voter Information Committee
- ☐ Youth Services Committee

*** Please include a resume with form**

TOWN OF HARWICH - TELEPHONE NUMBERS

TOWN OFFICES

Town of Harwich - Main Number	430-7514
Accounting	430-7502
Animal Control Officer	430-7541
Assessing	430-7503
Building	430-7506
Cemetery Commission	430-7549
Channel 18	430-7569
Community Center	430-7568
Conservation	430-7538
204 Sisson Road	774-212-3482
Council on Aging	430-7550
Department of Public Works	430-7555
Harbormaster	430-7532
Harbor Workshop	430-7529
Health Department	430-7509
Housing Advocate	774-994-3968
Department of Public Works	430-7555
Inspectors (Gas, Wiring, Plumbing, Building)	430-7507
Planning	430-7511
Recreation & Youth	430-7553
Select Board's Office	430-7513
TTY (For the Hearing Impaired)	430-7537
Town Administrator	430-7513
Town Clerk	430-7516
Town Engineer	430-7508
Town Nurse	430-7505
Treasurer/Tax Collector	430-7501
Veterans' Agent	430-7510
Water/Wastewater Department	432-0304
Youth Counselor	430-7836

LIBRARIES

Brooks Free Library	430-7562
Chase Library	432-2610
Harwich Port Library	432-3320

CRANBERRY VALLEY GOLF COURSE 430-5234

MONOMOY REGIONAL SCHOOL DISTRICT 945-5130

***** ALL EMERGENCY CALLS 911 *****

POLICE DEPARTMENT 432-7541

FIRE DEPARTMENT 432-7546

Other Calls 430-7548

